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INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS.

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ORGANIZED LABOR'S ATTITUDE TOWARD INDUSTRIAL EFFICIENCY

By PROF. JOHN R. COMMONS

In a recent article one of the foremost efficiency engineers of the country, referring to the adoption of the system of scientific management in industrial establishments, predicts that it will mean "for the employers and the workmen who adopt it, and particularly those who adopt it first, the elimination of almost all causes for dispute and disagreement between them."

The spokesmen of organized labor seem to take a different view of the matter. Their attitude is partly one of hostility, partly of suspicion. Are the principles of trade unionism and scientific management in irrepressible conflict? Can one survive only by crushing the other, or is their opposition an accident due to imperfections which may be corrected, so that both can flourish together?

It is sometimes argued that trade unions would be of greater advantage to workingmen if they abandon altogether their restrictive policies. But I consider that production is the business of the employer, and that, if a union turns itself mainly to production, it can do so only by becoming its own employer—that is, by becoming a co-operative society.

As a matter of fact, modern trade unionism is a survival of all kinds of experiments in organization, including co-operation, politics, and joint membership of employers and workmen; and it has survived only to the extent that it has chosen to enforce policies that restrict the employer. Labor has never been able to compete with the employer, as co-operation requires. Those co-operative societies which have succeeded, like the coopers and molders, have done so by becoming employers, and are now simply successful corporations employing hired labor. Those which have failed did so only after leaving behind them a

wake of wreckage of other wage earners hired by regular employers; for they kept their heads above water only by generously failing to pay themselves full wages in order that they might cut prices, and thereby they weakened the ability of competing employers to pay full wages. Thus a labor organization that devotes itself to production travels a disastrous circle. It fails, whether it succeeds or fails.

Conscious of the futility of trying to cope with the employer on his own ground, modern trade unionism contents itself with trying to tie his hands. Its policies are necessarily restrictive. If it cannot prevent the employer from doing as he pleases at some point or other, it is something besides a trade union. The real questions are, whether its restrictions are injurious or beneficial? to whom? and who is to decide?

Again, it is sometimes charged that unions are organized mainly to foment trouble, especially strikes. The fact is, that unions came into existence after periods of strikes, and were thought by workmen to be the means of getting their demands without strikes. The modern idea of a permanent trade union is co-incident with the ideas of negotiation, arbitration and finally of trade agreements, with their permanent joint boards and periodic just conventions for the settlement of differences. Experience has shown that it has not been difficult to win strikes in periods of prosperity, but it has been impossible to re-

*This conviction first became dominant in labor organizations in the decade of the fifties, both in England and the United States. See Documentary History of American Industrial Society, vols. 7 and 8, period of 1840-1860. (Cleveland: A. H. Clark Co. 1910.)

tain the fruits. Consequently, to the experienced unionist, the preservation of his union has come to be more important than winning strikes*. And nearly all of the restrictive policies of which complaint is made spring from the effort to preserve the union. The irrepressible conflict, therefore, if there is one, between unionism and scientific management, will be found at the points where management weakens the solidarity of unionism. Other points of conflict are incidental. These are irrepressible. The real question here is this: Can scientific management deal scientifically with organizations as well as individuals? Is there a science of industrial organization as well as a science of engineering details?

The history of the stove molders and stove foundrymen will assist us. Long before the management became a science the stove foundrymen had practiced its principles. For forty years, prior to 1890, they were working out the problem of efficiency details. Competition forced them to learn by experiment and to spread by imitation what science learns by observation and measurement, and spreads by propaganda. They learned to subdivide labor so that a three-dollar man would be kept on three-dollar work and never be permitted to turn his hand to what a dollar man could do. They had of course, some crudities which science would eliminate, such as piece rates instead of premiums, prizes and bonuses; but these differences I consider unessential, for they agreed on the essential thing of playing on the motives of individual workmen to stimulate output, regardless of the effect on other workmen and other employers. The consequence was, that for forty years every step toward greater efficiency and greater output per man brought a cut in prices of stoves; and every cut in the price of stoves took away by so much the employers' reward for efficiency; every loss of profit forced employers to cut the piece rates of wages; every cut in piece rates forced the wage-earners to greater output for the same earnings; and so on, around the vicious circle of futile efficiency.

Now, that circle is very familiar to wage-earners in every business. It is so familiar that they take it as a matter of course, and therefore usually fail to state their case against efficiency, or their case for restrictions; just as it might not occur to them to explain an aeroplane disaster by the attraction of gravitation. Even where monopoly or special privilege prevails, and competition does not force friendly employers into the ranks of

hostile employers, the thing that is equally plain in the infinite capacity of bonds and stocks to absorb every gain from the efficiency of labor. The sugar trust, the steel trust, and other trusts that might be mentioned, are not hopeful inducements to wage-earners to take an interest in scientific increase of output. Fear and greed may coerce exertion, but somewhere along the road ahead of them, they see the bonus foreman, the profit-sharing superintendent and the absentee stockholder ready to relieve them of their increased product.

As regards the stove molders, they tried co-operation as early as 1847 and often thereafter, in the vain endeavor to avoid strikes. Along with this they became the most persistently violent and restrictive of all labor organizations, or rather of all attempts to form a permanent organization. To prevent employers from cutting piece rates and to build up a compact union, they established the rules that apprentices should be limited; that no man should be allowed to work with the aid of helpers; that no man should be allowed to earn more than a fixed wage set by the union. And then, to enforce these rules, they fined and expelled the violators and established and violently enforced the other rule that union men should not be allowed to work with non-union men. Finally, this anarchy of individual efficiency brought its correction in the form of a representative government in control of the industry. This is the trade-agreement, or joint conference system, that has preserved industrial peace for over twenty years. It governs the employer as firmly as the employee. The employer who cuts a piece-rate is expelled from the employers' association and left alone to defend himself against the union. The union has removed its restrictions on output, and every man is left to earn as much as he wishes, without the fear of menacing his own or other's wages. It required some fifteen years of the agreement system to bring about this final result, so inveterate and abiding has been the distrust by the union of the employer's power and will to restrain himself from seizing upon the efficiency earnings. Many of the other rules of this interesting system of industrial organization are worth while to the student of industrial efficiency. Throughout these rules run the two conflicting principles—efficiency and restriction—both of them brought into a kind of equilibrium by the higher principle of organization.

I do not mean to say that the trade agreement system of the stove industry is the only form of organization that scientific study and ingenuity can work

out for modern industry. Nor do I mean to say that in that system they have themselves as yet worked out all the problems and yoked organizations to efficiency so that they will always run lovingly together; nor that the consumer will not ultimately demand a voice in their councils. Nor do I mean to say that efficiency engineers are not taking into account the problems of organization as well as individual output, nor that the hostility of unions is a discriminating and reasoning hostility. What I do mean to say is this: The employer's business, as business now goes on, is to attend to the increase of efficiency; the wage-earner's business is to sell himself to the employer's bidding for a period of time. The two interests are necessarily conflicting. Open conflict can be avoided in three ways; by the domination of the employer, as in the steel trust today; by the domination of the union, as in the iron industry prior to the Homestead strike; by the equal dominion of the two interests, as in the stove-foundry business today. The first and second methods do not solve the problem; they suppress it. The third meets it in the same way that similar conflicts are met in the region of politics, namely, a constitutional form of organization representing the interests affected, with mutual veto, and therefore with progressive compromises as conflicts arise.

These are certain general bearings of the question. They indicate the fields for investigation. It is the business of science to work out the details and to combine details into workable systems. I have suggested the comparison of the early empirical systems of efficiency with the modern scientific systems. The modern systems have this in common, that they recognize the principle of a minimum wage, which the old theory of wages disregarded. Here it seems that the long struggle of organized labor has received the sanction of science, and that the principle of efficiency is to be abandoned when it is not adequate to support the standard of living. The unions have contended that the minimum wage is not the same as a maximum. They permit the employer to pay more than the minimum if he wishes to do so. Now comes the scientific engineer and takes them at their word and does it in such a precise and mathematical way that there can be no doubt of his devotion to truth. It seems illogical in the unions to stand out against a system so carefully based on what they themselves have fought so long to get. Perhaps their ground of dislike is only sentimental. Indeed they do not like the engineer's quiet impersonal methods of investigation and recommendation. They know

that he is hired by the employer to advise him how to get the greatest output at the least cost. The engineer studies how to economize the forces of nature embodied in physical capital and the forces of human nature embodied in men. He can hardly make the same distinction between the two that the workman makes. The stopwatch, the special slide rule, the speedometer, the time-testing laboratory, have the same use applied to both. The "fatigue curve" is unfeelingly figured out so as to show the speed at which each human machine should run in order to insure the longest life and greatest efficiency.

The older theory of labor, when the merchant was in control, was resented by the workman as a commodity theory, for it looked upon the price of labor as governed by demand and supply, like the price of anything else. The engineer's theory is rather a machinery theory, for it looks upon labor as an ingenious and necessary device, governed, indeed, not by laws of physics but by laws of psychology. This device has certain fixed charges which must be met in the fashion of maintenance, repairs and depreciation, by a minimum wage to support a standard of living. Over or under this, each individual differs from others, not perhaps in load, slip-page, friction and other physical details which machinery takes over, but in the psychological motives that induce attention that evokes these motives, and compensation should be as nicely adjusted to each detail of psychology and effort as is the adjustment of an electric current to the machine it is fed into. The blacksmith's bonus should be greater than the machinist's because the blacksmith has to be induced to carry a greater load. And it is by nice experiment and comparison that the precise point is determined where the maximum ratio of output to ingo lies.

This theory and this practice are certainly more illuminating and hopeful than the commodity theory, but somehow they still lack something needed to arouse the approbation of the man investigated.

I am inclined to think that the lacking thing in the theory is the fact that it will be the employer, the foreman, the superintendent, and not the scientific engineer, who will carry it out in practice. The minimum wage is not so much a conclusion of science as an adjustment to circumstances. It represents the balance of two forces that are continually changing. If the wage contract were an ordinary contract enforceable at law, the engineer might install his system, tie it up, and then go away until the contract ran out. But the wage contract is practically a new contract every morning.

The employee can quit, and the employer can discharge him, at any moment. The new employee may be taken on, or the old one taken back, at a different rate. Even without a conscious purpose to violate the promise, a period of unemployment is certain to break the connection between old and new employees, old and new contracts. If there is no authority and no bargaining power to require that the new contract shall run the same as the old one, only good faith and self-interest will be left to decide it. This is as much as to say that the union man cannot conceive of a minimum wage without a union or a statute to enforce it.

The minimum wage indicates as its counterpart a system of extra pay for greater efficiency. The attitude of unions toward the bonus system is hostile. Strong unions even stake their existence on forcing the issue against it. Even the locomotive engineers, the least chargeable of all unions with restrictive policies required the Santa Fe railroad officials to abandon it after a few months' trial. At the conference when this decision was reached, the heads of the organization avowed their willingness to co-operate, but said "so far as this prize system that you have at present time, we are afraid of it. We are afraid of the principle behind it." And he added in regard to the machinists, who had been defeated in their strike against the system, "I do not believe, had the old class of men remained here with their organization, that it ever would have been possible for you to put the bonus system in among the machinists in your shops*." This attitude of the engineers, the most favorable of all unions toward the policies of their employers, standing by the Sante Fe railroad for three or four years while it defeated the machinists and installed the system in its machine shops, but ready to invite the fate of the machinists in order to get rid of the same system applied themselves, is conclusive of the hostile attitude of organized labor. In this case also, the engineers were standing against the least objectionable form which the bonus system has taken. It was not the form but the "principle behind it" that they resisted.

Reduced to its last analysis, the "principle" of the bonus system is the principle of individual bargaining instead of union bargaining. Union bargaining means more than the formal negotiations at the time when the schedule of wages is made up. It means continuous oversight of each individual contract, and

ability to require that it conform to the schedule. Its machinery must be something like that of a purchasing department with its testing laboratory to determine whether each delivery of goods comes up to the specifications. The fear of the unionist is the fear that his organization cannot cope with the infinite number of little variations from the schedule, or with variations that the schedule does not provide for.

The different bonus schemes differ materially in the degree to which they permit these variations. The earlier ones of Taylor, Halsey, Rowant and others, differed but little from piece work. A bonus was figured on each piece above the standard number of pieces expected for the minimum wage. On certain days or pieces the man might make a bonus; on other days or pieces he would make less than the expected number. This close calculation works out into something like a task system, for the man, who does not make a bonus is more expensive than others and is the first to lose his job. On the other hand those who make bonuses set the standards for comparison with others. In this way each individual is continually carrying on a bargain with his foreman, setting up his record of output as the claim on his job, while competition forces all to meet him with as good a bargain. The later systems, especially the Emerson cumulative system, eliminate the accidents and fluctuations of the earlier systems by figuring the bonus on a man's entire work for a month, rather than on each separate job or piece.* But they retain, of course, the essential feature of the individual bargain.

How difficult it is for a union to cope with these individual differences may be seen even in the collective bargaining of the strongest unions. The employers argue from the record of the ten poorest men. The place where the minimum wage, or the piece rate, or the bonus rate, shall be placed, is partly a matter of evidence, partly a trial of strength. The evidence is seldom conclusive and, since laborers generally are the aggressive party, seeking higher wages, shorter hours and better conditions, the evidence is not enough to carry their point. This is a reason why arbitration by a disinterested third party is distasteful to

*See description of earlier systems in *Economic Studies of American Economic Association*, vol. I.; also Commons, *Trade Unionism*, p. 274.

*See description of Emerson's system in *Engineering Magazine*, series of articles, 1910-11.

them. And, since each side puts up only its strongest evidence, neither can be trusted to act on the evidence of the other, however scientific, except when confronted by equal bargaining power of the other. Even the exact methods of the efficiency engineer are only a more precise form of evidence and are not enough to settle a question which turns so much on matters of opinion and feeling governed by the bargaining power of the parties. To the extent that the individual bargain enters, the laborers, as a whole, are not able to make advance against the employer's defensive position. It is this fact, that so much depends on bargaining, and that bargaining is the daily contact of employer and employee, whereas efficiency records and standards are merely data for comparison in bargaining, that gives occasion for the efficiency engineer often to explain the failure of his system by the "failure of employers to act on his recommendations." The fundamental defect is the failure to investigate, first the bargaining relations; then to organize these relations in such a way that conflicts of opinion and interest will be furnished a channel for expression and compromise; and then, last of all, to work out the standards and records under the direction and subordinate to this organization of the bargaining relations. I do not pretend to say how this shall be done. It also is a matter for investigation in each case. I only contend that the individual bargain should be eliminated as far as possible and the collective bargain substituted.

Trade unionists, in this matter, are not different from non-unionists. The trade-unionist has merely secured power to do what the others would like to have done. I know of one huge "trust" which succeeded long ago in driving out organized labor, but which finds in all of its shops an inexplicable arrangement that prevents any man from earning more than a certain amount of money at piece rates. Perhaps scientific management and the bonus system would break down this apparent conspiracy, but I should expect it to recover after the men became familiar with the new devices. Nothing is more surprising often to employers and the merely scientific man, than the un-

nimity with which thousands of unorganized laborers will suddenly turn out on strike at the call of a few hundred organized laborers. It is their desperate recognition that the day of individual bargains is gone for them. And it would seem that a great corporation, representing thousands of stockholders speaking through one man, might be able to anticipate unionism by finding some means of scientific organization of labor before installing scientific management. In lieu of this, they wait until a union is formed, and then complain that it is hostile to efficiency. The example of the stove molders, which I have given, shows that their hostility to efficiency is the hostility to methods that take them at a disadvantage in their power of protecting themselves. When once they are guaranteed assurance, as in the foundry business, that this will not be done, they respond as reasonably as other people.

There are many attractive and important contributions which the efficiency engineers are making toward the solution of labor problems. Their careful study of the human element in production is notable, appearing in the greatest variety of applications under the name of "welfare work. They are bringing forward issues that merely obstructive unionism will be compelled to meet in a spirit of co-operation or else go down. On the other hand, it is an uninformed opinion that persists in holding that the opposition of organized labor to industrial efficiency is merely obstructive and unreasoning. Organized labor is rather the organized expression of what labor in general would express if organized. To meet the avowed hostility of organized labor is to meet the instinctive hostility of nearly all labor, based on experience. It is not enough merely to adopt clever devices of compensation designed to separate laborers into individual bargaining units, for it is exactly this separation that competitive conditions are forcing laborers, as well as capitalists, to overcome. It is also necessary to adopt methods that will recognize the mutuality and solidarity of labor and to convert this craving for harmony and mutual support, as well as the impulse of individual ambition, into a productive asset.

DEMAND MORE PAY.

New Haven, Conn., May 4.—A formal demand has been made by the clerks of the New York, New Haven and Hartford Railroad company for a conference looking to a revision of schedules and an increase in salaries.

LATHERS WINS

Chicago.—The Lathers' union, which has been on strike in this city, has effected a compromise based upon a substantial increase and an agreement has been signed with the Contractors' association and all men have returned to work.

Some Interesting Data

The department of Commerce and Labor (Bureau of Labor) has just published the following interesting data of wholesale prices from 1890 to 1911:

Wholesale prices during 1911 showed a slight decline from those of 1910, according to the annual report on wholesale prices just sent to the printing office by the Bureau of Labor, department of Commerce and Labor, to appear as Bulletin No. 99. The fluctuation from month to month was small, with a slight upward tendency during the latter half of the year. The most important features in the movement of prices during the year were the advance in the prices of food products and the noticeable decline in those of metals and implements. Measured by the 257 commodities included in the Bureau of Labor's recent investigation, wholesale prices in 1911 declined 1.7 per cent from prices in 1910, and with this decline were only 0.2 per cent below the high average of 1907, the year of highest prices within the period 1890 to 1911.

Wholesale prices in 1911 were 17 per cent higher than in 1900; 44.1 per cent higher than in 1897, the year of the lowest prices from 1890 to 1911; 14.5 per cent higher than in 1890; and 29.3 per cent higher than the average price for the 10 years 1890 to 1899.

The upward movement of prices which began in the latter part of 1905 reached its highest point in 1907 in October, from which month there was a general decline until August, 1908. Beginning with September, 1908, there was a monthly increase without a break up to March, 1910, when wholesale prices were higher than at any time in the preceding 20 years, being 21.1 per cent higher than the average yearly price of 1900, 49.2 per cent higher than the average yearly price of 1897, and 33.8 per cent higher than the average price for the 10 years 1890 to 1899.

Following the high average of March, 1910, prices declined slightly in April, May and June, but from June to December, 1910, they remained at very nearly the same level. Prices in January, 1911, showed a slight decline from those of December, 1910, but through the year 1911 the fluctuation from month to month was small, with a slight upward tendency during the latter half of the year. December, 1911, prices were 0.9 per cent lower than those of December, 1910, and 3.4 per cent lower than in March, 1910, but they were still 29.3 per cent higher than the average for the 10 years 1890 to 1899, and 44.0 per cent higher than the prices of 1897.

Of the 257 articles for which wholesale prices were obtained, 148 showed a decrease in the average price for 1911 as compared with 1910, 32 showed no change, and 77 showed an increase.

Of the 9 groups under which the commodities are classified, 7 showed a decrease in price in 1911 as compared with 1910, the largest percentage of decrease being in metals and implements, namely, 7.7 per cent. Cloths and clothing decreased 3.3 per cent; fuel and lighting, 2.4 per cent; farm products, 1.6 per cent; lumber and building materials, 0.8 per cent; house-furnishing goods, 0.4 per cent; while the miscellaneous group decreased 1.4 per cent. The 2 groups in which the wholesale prices increased were food, etc., 2.0 per cent, and drugs and chemicals, 2.8 per cent.

The average wholesale prices of raw commodities for 1911 were 0.1 per cent higher than in 1910, while the average wholesale prices of manufactured commodities for 1911 were 2.3 per cent lower than for 1910.

Some of the articles showing the most marked variations in price within the year 1911 are herenoted: Hops advanced from an average of 24 cents in January to 56 cents in December, this being an advance of 133.3 per cent. Oats advanced 59.1 per cent from March to November; corn, 54.6 per cent from February to November; choice to extra steers, 35.7 per cent from May to November; barley, 34.3 per cent from February to November; potatoes, 204.1 per cent from January to July; eggs, 150.8 per cent from April to November; New York creamery butter, 75.4 per cent from April to December; milk, 70 per cent from June to December; dairy butter, 67.9 per cent from April to December; glucose, 53.3 per cent from February to November; granulated sugar, 45.1 per cent from February to October; coffee, 27.9 per cent from June to November; pig tin, 22 per cent from January to June.

Of the decrease in prices within the year 1911, the most noticeable are as follows: Cotton, 40.8 per cent from May to December; live poultry, 36.1 per cent from April to November; cotton yarns, 10.1, 23.9 per cent from January to November; print cloths, 18.3 per cent from January to November; steel billets, 16.3 per cent from January to December; turpentine, 54.8 per cent from April to December; linseed oil, 26 per cent from February to December; rubber, 41.5 per cent from March to July; cottonseed oil, 27.1 per cent from January to November.

A comparison of the prices of raw and manufactured commodities shows that the former during 1911 reached a level 40 per cent above the 10-year average.

1890 to 1899, while the latter were only 26.6 per cent above that level. Manufactured commodities reached their highest level in 1910, since which time a

Relative Wholesale Prices of Raw and Manufactured Commodities and of All Commodities Considered, 1890 to 1911.
(Average price for 1890-1899=100.0.)

Year	Relative wholesale prices			Year	Relative wholesale price		
	Raw commodities	Manufactured commodities	All commodities		Raw commodities	Manufactured commodities	All commodities
1890.....	115.0	112.3	112.9	1901.....	111.4	107.8	108.5
1891.....	116.3	110.6	111.7	1902.....	122.4	110.6	112.9
1892.....	107.9	105.6	106.1	1903.....	122.7	111.5	113.6
1893.....	104.4	105.9	105.6	1904.....	119.7	111.3	113.0
1894.....	93.2	96.8	96.1	1905.....	121.2	114.6	115.9
1895.....	91.7	94.0	93.6	1906.....	126.5	121.6	122.5
1896.....	84.0	91.9	90.4	1907.....	133.4	128.6	129.5
1897.....	87.6	90.1	89.7	1908.....	125.5	122.2	122.8
1898.....	94.0	93.3	93.4	1909.....	136.8	123.9	126.5
1899.....	105.9	100.7	101.7	1910.....	139.7	129.6	131.6
1900.....	111.9	110.2	110.5	1911.....	139.9	126.6	129.3

In the following statement is shown, by months, the movement of wholesale prices for each group and for all commodities considered during the year 1911:

Relative Wholesale Prices of Commodities for Each Month During 1911.

(Average price for 1890-1899=100.0.)

Month	Farm Products	Food, ect.	Cloths and clothing	Fuel and lighting	Metals and implements
January.....	155.0	127.9	121.9	123.9	119.4
February.....	152.7	127.6	121.8	124.1	120.0
March.....	156.2	126.5	121.7	124.4	120.6
April.....	156.1	126.5	121.0	121.0	120.7
May.....	157.5	125.2	120.6	120.9	120.0
June.....	158.2	128.8	120.2	120.8	119.2
July.....	163.4	129.9	120.1	121.1	119.1
August.....	163.1	134.3	119.1	121.9	119.6
September.....	168.2	134.5	118.8	122.2	119.3
October.....	172.0	135.5	117.3	123.0	118.5
November.....	170.0	105.9	116.6	122.4	117.7
December.....	169.6	136.8	116.1	122.9	118.6
Average, 1911.....	162.0	131.3	119.6	122.4	119.4

Month	Lumber and building materials	Drugs and chemicals	House furnishing goods	Miscellaneous	All commodities
January.....	155.0	117.8	110.9	131.1	128.9
February.....	156.9	118.5	110.9	131.0	129.0
March.....	157.6	118.7	110.9	133.5	129.3
April.....	159.4	118.6	111.2	132.5	129.0
May.....	154.6	118.8	111.2	131.4	128.1
June.....	150.3	118.6	111.2	133.0	128.4
July.....	149.9	119.8	111.2	129.8	128.8
August.....	147.2	123.2	111.2	129.1	129.4
September.....	148.3	122.5	111.2	129.8	129.5
October.....	146.7	123.2	111.2	132.9	129.8
November.....	146.4	121.9	111.2	130.8	129.2
December.....	144.3	121.4	111.2	129.6	129.2
Average, 1911.....	151.9	120.3	111.1	131.2	129.3

slight decline has taken place. For raw commodities, however, prices during 1911 show a slight continued advance.

Wholesale prices in Canada, according to a report of the Canadian Department of Labor, reached during 1911 a general level higher than in any previous year within the present generation. Figures covering 261 articles show that the av-

erage level for 1911 was 27.3 per cent higher than that for the decade 1890 to 1899, and 38.7 per cent higher than that for the year 1897, the year of lowest prices since 1890, the period covered by the records of the Canadian Department of Labor. Compared with the level of the year 1910, the prices of 1911 showed an advance of 2.7 per cent.

"ANTI-GAG" PROVISION ADOPTED.

Washington.—The house has adopted a provision in the post-office appropriation bill which will prevent the imposition of the "gag-rule" on employees in the postal service. The vote on this provision was 132 in favor and 1 against, the Republican minority leader, Mr. Mann, recording his vote in the negative. This provision will restore to the employees of the government their rights as citizens under the constitution and prohibit the promulgation of any executive order denying the right of postal employees of the government to appear before committees in congress or engage in other activities in securing increases in wages, shortening of hours, or redress of grievances. The American Federation of Labor is directly responsible for the insertion of this provision in the bill, and the postal employees, as well as all other employees of the government, if this provision is accepted by the senate, will be protected in their right to form labor unions affiliated with the American Federation of Labor. It is probable that the senate will accept this provision in the bill, and as it is an amendment to the post-office appropriation bill, the president would be powerless to eliminate the provision except by vetoing the entire bill.

AN IMPORTANT DECISION.

Washington.—The Illinois supreme court has handed down a unanimous decision which destroys the theory of assumed risks. The court rejects the theory of "individual liberty." The court says: "The duty of the master has been changed. He may no longer conduct his business in his own way; he may no longer use such machinery and appliances as he chooses. The measure of his duty is no longer reasonable care to furnish a safe place and safe machinery and tools, but in addition to such reasonable care he must use in his business the means and methods required by the state. The law does not leave to his judgment the reasonableness of enclosing or protecting dangerous machinery, or permits him to expose to increased and unlawful dangers such of his employees as may be driven by force of

circumstances to continue in his employ, rather than leave it and take chances of obtaining employment elsewhere under lawful conditions."

LABOR FORWARD MOVEMENT.

Minneapolis, Minn.—The labor forward movement, now in full swing in this city, is proving to be an unqualified success. Meetings have been arranged in numerous halls in every part of the city for afternoon and evening of each day of the two weeks to be devoted to the forward movement, and practically all of the large international unions have representatives here, and they are covering in their addresses every phase of the organized labor movement. There are a large number of business and church people, as well as unorganized workers, attending these meetings. In each meeting an opportunity is given to all those who desire to ask questions relative to the organized labor movement. Upon the conclusion of the campaign in this city a similar one will be inaugurated in St. Paul.

JACKSONVILLE NEWS.

Jacksonville, Fla.—The Trades Council is championing a bill before the city council for an eight hour day for all city employees, with good prospects of being successful. The officials of the State Federation of Labor have sent out a list of questions to every candidate aspiring for a state office, and practically all have answered as favorable to the measures advocated by organized labor. Organizer Terry of the A. F. of L. has recently secured charters for Longshoremen, Electrical Workers and Hod Carriers.

UNION MAN ELECTED.

Kansas City, Mo.—Alderman Isaac Taylor, a union tailor has been re-elected to the city council by the largest vote polled by any candidate. Mr. Taylor has occupied this position for a number of years, and has been the consistent and faithful friend of organized labor during his incumbency in office.

Official Journal of the
INTERNATIONAL
BROTHERHOOD OF ELECTRICAL WORKERS
Published Monthly.

PETER W. COLLINS, Editor,
Pierik Bldg., Springfield, Ill.

Executive Officers

International President - - - F. J. McNulty
Pierik Bldg., Springfield, Ill.

International Secretary - - Peter W. Collins
Pierik Bldg., Springfield, Ill.

International Treasurer - - W. A. Hogan
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International Vice-President - James P. Noonan
Pierik Bldg., Springfield, Ill.

International Vice-President - L. C. Grasser
2158 High St., Oakland, Cal.

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566 Lexington Ave., New York, N. Y.

Second District - - - F. L. Kelley
211 M St., Boston, Mass.

Third District - - - M. P. Gordon
Union Labor Temple, Pittsburg, Pa.

Fourth District - - - F. E. Dolan
100 Main St., Wheeling, W. Va.

Fifth District - - - Harvey W. Raven
7956 Constance Ave., Chicago, Ill.

Sixth District - - - Frank Swor
517 Hemphill St., Ft. Worth, Tex.

Seventh District - - - H. M. Scott
Care Los Angeles Examiner, Los Angeles, Cal.

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NOTICE.

A story has been going around in Aurora and St. Charles, Illinois, to the effect that Local Union 117 of Elgin, Illinois, is not in good standing in our Brotherhood. The author of this story is unknown at the present time, but we presume it will manifest itself shortly.

Local No. 117 of Elgin is in good standing with our Brotherhood, per capita tax being paid up to and including the month of March 1912.

SPECIAL NOTICE.

Local Union 149, Aurora, Illinois, is at present involved in a strike, owing to the fact of the contractors refusing to sign their agreement. Local 149 desires to inform all members that they accept no traveling card as per Section 8, Article 14, of the Constitution, until ninety days after the settlement of the said difficulty.

Lay delegates of the New Jersey Methodist Episcopal conference, in session at Asbury Park, New Jersey, took what is considered the most radical action in the history of the church, when they instructed their delegates to the general conference to vote in favor of uniform salaries for pastors. It is planned to have all the congregations contribute to a central fund, from which each pastor will be paid the same salary. It will be noted that labor organizations are not the only agencies engaged in endeavoring to gain and maintain a living wage.

SPECIAL NOTICE.

There is trouble on in Boston, Mass., St. Louis, Mo. and Aurora, Illinois. It would be well for all traveling members to bear this in mind.

PRESS SECRETARIES.

Once more we call the attention of the Press secretaries of our local unions to send in a letter for publication for our worker each month. All letters must be in our hands on or before the 10th of each month. It is unnecessary to write extremely long letters. All we desire is a short letter on local conditions which will be of interest to our readers.

SUBSCRIBE FOR THE WORKER.

The subscription price to the Electrical Worker is 25c per year. By filling out subscription blank, which you can receive upon application to your secretary, and enclosing 25c, Worker will be mailed to your address for one year. If at any time you should change your address, kindly notify the editor, and the change will be made thereby assuring you of receiving the Worker for full year.

NOTICE.

Information is wanted of W. T. Arndt by his brother, A. M. Arndt, 617 Travis street, Houston, Texas. Any brother that may know of his whereabouts will confer a favor on his brother by communicating with him at the above address.



Good Advice

EDITORIAL

F. J. McNULTY

**EXECUTIVE
BOARD'S
PROPOSITION.**

The proposition submitted by the I. E. B. has brought forth many comments, some favorable, others unfavorable. We are sorry to say that most of the unfavorable ones come from members of our Brotherhood, who believe we should not be so lenient with those that left our Brotherhood to follow the Banner of Secession. In defense of our action we desire to state that we believe we did right.

Victors in any controversy can afford to deal leniently with their antagonists and should not allow sentiment to stop them. Bear in mind that a large number of our members that joined forces with the secessionists did so believing they were right. It is those men that we considered when drawing up the proposition and not the leaders of the secession.

For their benefit we went to the extreme of liberality, we want them with us, and they want to be with us, as is demonstrated by the large number that have returned to us since the proposition was submitted. We are going further, we are going to plead with them to come with us at every opportunity up until the last day of June, 1912, when the proposition expires. So long as the principle involved can be maintained there is nothing too bitter for us to swallow if it will be the means of bringing back to the fold the men referred to, regardless of how much adverse criticism is heaped upon us.

**THE
CONSTITUTION.** Our Constitution is the instrument that guides the destinies of our Brotherhood; without a constitution our organization could not exist. It is far from being perfect as there are many loop holes in it.

The same can be said of every constitution in existence. The loop-holes give the constitutional experts of our Brotherhood a chance to raise their voice in protest against the injustice of this law and the inconsistency of that law, but when you ask them for a remedy they can not give one and only know that the delegates to the last convention of our Brotherhood were lacking in intellect or they would have surely seen the fallacy in putting such objectionable laws into our Constitution.

We are indeed sorry that the members of the local unions to which these experts belong did not discover that they had such brainy men in their midst before the Rochester convention, so they could have elected them delegates. It is the Brotherhood's loss that they were not delegates, and we sincerely hope these experts will be at our Boston convention, when we are sure to have a constitution that is consistent and hole proof.

In the meantime we hope the experts will join with us in adhering to our present laws no matter how distasteful it may be to them, until such times as we can have the benefit of their advise and intellect.

**A PROGRESSIVE
LOCAL UNION.**

Our Local Union No. 38 of Cleveland, Ohio, has provided its hustling business agent, Brother Hart, with an automobile.

We feel sure it will prove to be one of the best investments that local union ever made.

With a machine a business agent can cover a vast amount of territory and keep track of the work under way and at the same time see that the working rules of the local union are being adhered to.

Scabs and non-unionists find it a rather hard proposition to escape detention with a hustling business agent and an automobile.

INFORMATION LETTERS.

Section Seven, Article 4, reads as follows:

Any L. U. shall furnish on request any information asked under seal of another L. U. Provided such L. U. requesting information is in good standing at the I. O.

This law is a good one and would be of great assistance to our local unions if it were respected.

We are in receipt of complaints almost every day from local unions that fail to get replies from local unions they write to for information. Put yourself in the other fellow's place when you get a letter asking for information and remember while the information asked for may seem of no importance to you still it may be of great moment to the inquirer.

PROTECT YOUR DEATH BENEFITS.

If you become suspended for non-payment of dues you are not entitled to benefits until nine months continuous good standing after reinstatement. Section 5 or Article 13 and Section 1 of Article 12. It will pay you therefore to pay your dues regularly each month and so protect your death benefit.

We request our readers to have a little sympathy for the editor. Remember he is not a real editor, he simply feels like one. As he is not blessed with a finished education, when he runs across big words he has to call for the help of his assistant, Daniel Webster.

Look at your official receipt number and see if it is among the missing ones printed on another page of this Worker. If it is, your per capita tax has not been received in the International office, and you should investigate.

Is there a letter from your local in this month's Worker? If not, why not? Ask your Press Secretary.

It is only a coward that resorts to the pen to malign a man when he passes that man every day on the public street.

Provide yourself with a new constitution, and become familiar with the new laws of our Brotherhood.

Pay your dues and assessments before you question the other fellow's unionism.

Truth and right are always winners

Boost the Union Label of all crafts.

Subscribe for the Worker.

EDITORIAL FROM THE LATHER

About four years ago, four or five members of the Electrical Workers' organization, inspired by a consuming ambition for office, and led by a deposed official of that organization, put their heads together in the city of Cleveland and laid plans for the disruption of their organization, this being the only avenue they saw open to the realization of their ambition, and apparently the disruption of a labor organization was a question of small consideration to them, so long as they could reach the end for which they were striving.

Vague but malicious charges were made against officers of their organization and a rump convention was called, and although up to this date they have never proved, or even seriously attempted to prove, one of the charges they made, that were given out as the cause for their action, they succeeded in stampeding a very considerable following to their support, and naturally these men, who conspired for the revolt, had no trouble having themselves elected to the principal offices in the seceding faction. If there is any question in the mind of anyone as to this being purely and simply a play for offices, and not the result of a general uprising in the Electrical Workers' organization, that uncertainty should be dispelled with the knowledge that the four principal officers—President, Secretary, Treasurer and First Vice President, were filled and are held today by four men whose homes were in Cleveland or within a three hours' ride of this city.

They set up an office in Springfield, Ill., where the headquarters of the Electrical Workers is situated, and started a Journal, through the columns of which they immediately began a campaign of slander, misrepresentation and personal vilification, such as never has been witnessed since the start of the labor movement, their contemptible policy with this Journal having earned for it the general title of "Scandalizer." They have resorted to every dirty means they could think of to cast suspicion and discredit not only upon the regular officers of their organization, but President Gompers, and the entire labor movement, except the Socialistic following therein, the leaders of which had earned their shallow gratitude because as soon as this disruption was brought about this class of so-called leaders saw an opportunity to rap the A. F. of L., an organization which they despise, and they have given their support and encouragement almost without exception to this bunch of disrupters.

At the time the split was brought about, something like \$80,000 of the organization's money was tied up through

injunctions in Cleveland banks, and that money has been out of reach of both factions until this date. The issue as to which faction was entitled to this money came to trial in Cleveland in March, and after a most thorough hearing, which consumed over three weeks' time, the court decided that this money, amounting now to over \$90,000, belongs to the McNulty-Collins faction, the one recognized by the A. F. of L. as the legitimate organization. The seceding faction made much of this court case for some time past, and although they clearly dreaded the day when the case was to come to issue, they have endeavored to convey the impression through their paper that the other faction was causing the delay in the court suit, and the decision which has been rendered will indicate pretty clearly which side has been anxious for the delay.

Within an hour after the decision had been rendered, the Cleveland local, which was the first to secede, when the disrupters started their work, made overtures for reaffiliation with the legitimate organization, and at their first meeting they voted unanimously to reaffiliate, and they are now a part of the McNulty-Collins organization. This local, by the way, is the home local of Secretary Murphy of the disrupters, and the local in which he had his card, at least up to the time they voted to go back to the regular faction.

We have from time to time requested our locals to give their support to the McNulty-Collins faction in this trouble, but because of the large following these seceders secured, and the continual efforts which the Federation was putting forth to bring about an adjustment of the trouble, we have never insisted on action that might seem radical, or which was really justified by the circumstances, but now with the Atlanta decision of the Federation, unequivocal and final as it is, together with the civil law decision, which has not only turned over the funds to the McNulty faction, but has upheld in every respect the action taken by the Federation, we believe that it is up to our locals to take an unequivocal stand in support of the McNulty-Collins faction, without more ado. This secession movement would never have received the following which it did, except for the sympathetic encouragement extended by a certain faction in our movement, which never misses an opportunity to take a crack at the A. F. of L., and the sooner all organizations pass up their policy of equivocation, and give their support to the regular faction of the Electrical Workers' organization, the sooner this

entire matter will be cleared up and eliminated as a cause for trouble in the labor movement, and in view of the action taken by the Cleveland local, which was the first to jump the traces, it is likely that this very much desired

end will be reached very soon, if we all take the only consistent attitude which is open to us, namely, our undivided and unqualified support of the McNulty-Collins faction.

A FEW FACTS

(From the Trades Unionist, Washington, D. C.)

The International Brotherhood of Electrical Workers, which was rent by a secession movement nearly four years ago, is in a fair way to be re-united. This organization is comparatively young and has been suffering from an affliction which many organizations have suffered in the past.

There has been for a long time a sharp line drawn between two sections of the organization, termed the outside and inside men. The inside men are attached to the Building Trades and, through their affiliation, receive universally a higher wage scale than the outside men. Outside men are those who are employed by telephone and telegraph companies in the erection of poles and stringing wire.

The primary cause, however, of the secession movement was due to the overweening ambition of a few impetuous characters. A tornado of abuse and vilification was heaped upon the head of the regularly elected officials of the International Brotherhood of Electrical Workers by men who desired to succeed to their positions in office. Like many other misguided and misdirected men, they refused to abide the proper time and place in which to produce proof in support of the accusations made. As a consequence a small band of discontents, in complete defiance of the law of the International Brotherhood of Electrical Workers, caused a convention to be called and organized a secession movement, with a following consisting of practically one-half of the organization.

The seceders elected delegates and appeared at the 1908 Denver convention of the American Federation of Labor and endeavored to have their credentials favorably acted upon. The regular organization, however, was also represented by delegates, and by a vote of the convention the delegation, headed by McNulty, representing the regular organization, was seated in the convention.

Efforts were made at reconciliation and an amalgamation of the two factions, but the Reid faction, the seceding portion, while entering into an agreement providing the manner in which the two factions were to be re-united, repudiated its agreement and refused even the good offices of the Executive Council of the

American Federation of Labor to effect a reconciliation.

The hostility of the leaders of the seceding faction was so bitter and virulent against the officials of the regular organization, as well as the American Federation of Labor, that the situation became intense. The Executive Council of the American Federation of Labor, after using every available means at its command to re-unite and reconcile the contending factions, finally officially recognized the organization headed by McNulty.

At the beginning of the secession movement the seceding faction, headed by Reid, procured an injunction, tying up the entire funds of the organization, amounting to nearly \$100,000, and instituted suits for the purpose of determining the legal status of the two factions. The regular organization, headed by McNulty, endeavored by every manner and means to bring this suit to trial. The main question involved in the case was whether or not the convention called by the seceders was legal or illegal, and upon a determination of this issue meant practically the settlement of the case so far as all fair-minded, honest union electrical workers were concerned.

For nearly four years the leaders of the seceders employed every legal means to keep the case from going to trial, but finally were compelled to meet the issue. The trial has been held and a decision rendered by the courts in Cleveland, O. This decision is clean-cut and specific in every part, and declares that the convention called by the seceding portion of the organization was illegal, and awarded to the regular organization, the president of which is Mr. McNulty, the funds which have been so long tied up.

While it is recognized that a large portion of the followers of the leaders in the secession movement were honest in their convictions, and believed that the convention held in St. Louis, which organized the secession movement, was legal, yet the decision just rendered ought to be proof to these misguided members that they have been deluded and unwise-ly led.

There is not room in the great labor movement for two organizations of electrical workers. It must be remembered, also, by all electrical workers that the constitution of their organization was

framed and adopted by the membership as the rule and guide of their actions, and in order that the greatest degree of effectiveness be maintained there must be obedience to the law, which they themselves are responsible for.

Method, order, and system must be observed, and if the electrical workers of this country desire that their organization shall produce effective results and be a protection to the men in the trade in which they are employed, it is incumbent upon all of them to now lay aside any feeling which they may have in the matter and make the organization a complete whole.

THE SENATE INSISTS.

Washington.—By vote of 42 to 36 the senate has refused to recede from its amendment to the joint resolution providing for the direct election of senators. The senate conferees failed to reach an agreement and reconcile the differences between the house and the senate, and so reported to the senate. Thereupon, by the decisive vote above mentioned, the senate maintains its position. The amendment as proposed by the senate retains the right of congress to exercise a supervisory power over the time, manner and place of holding election of senators, whereas the house resolution, as passed, gives this power to the states. It is thought that the house will recede from its position and accept the senate amendment.

FEDERATION OF FEDERATIONS.

Washington.—There was held in Kansas City, Mo., April 15-22, a convention of delegates representing the railroad shop trades. As a result of this meeting there has been formed what is called the Federation of Federations of Railway Employees. A constitution has been adopted and officials elected. The purpose of the organization is to secure unity of action among the system federations now in existence, and those hereafter to be formed. The platform states that the objections are: "One, to bring within this organization all railway employees; two, to shorten the hours of labor to eight per day; three, to establish a minimum wage scale for all employes in all branches of railway service; fourth, to bring about a national agreement, and fifth, to prevent strikes and lockouts wherever possible." The membership is to be confined to those organizations in direct affiliation with the American Federation of Labor. The executive council consists of the presidents of the national, international and

The electrical workers have the right to name whom they may see fit to officer their organization, but there is only one way in which to settle all controversies, and that is, that the minority must bow to the will of the majority.

Honest men frequently make mistakes, and in this instance the seceding portion of the electrical workers have been clearly shown their mistake, and it is apprehended that they are big enough and broad enough to recognize the error which has been committed, and repair it by seeking admission into the regular recognized organization, that the electrical workers of this country may work out their destiny in an effective manner.

brotherhood organizations which are affiliated with the Federation of Federations.

REACH AGREEMENT.

Washington.—The Glass Bottle Blowers' association and the American Flint Glass Workers' union on April 20 reached a satisfactory agreement with reference to the jurisdiction to be held by both organizations. A circular letter has been sent out, giving in detail the agreement. The agreement was reached by committees representing both organizations, and it is provided that in the event a dispute arises over the intent of the agreement or over the jurisdiction claimed by either association, the committees shall be reconvened to adjust the same, with the further provision that should an agreement not be reached by this joint committee a plan of arbitration is provided. The agreement is to remain in force until changed by mutual consent.

HELLO COMPANY'S PROFITS ARE ENORMOUS.

It is understood upon the best authority that the government has started a quiet investigation into the profits of the Bell telephone system, as given out in the report of the American Telephone & Telegraph Company a few days ago. Gross revenues for the year, according to the report, increased from \$14,000,000 to \$179,500,000 on a total capitalization of \$1,186,639,036. About half of this capital issue is in the treasury, the public owning \$662,000,000. A rather unusual statement is that among the 49,011 shareholders, women form the majority. It is understood that the government thinks that such a profitable business on a public necessity like the telephone should be run by the government.

IN MEMORIAM

Kansas City, Mo., May 7, 1912.
Peter W. Collins, I. S.,
Springfield, Ill.

Dear Sir and Bro.:

The following resolutions were adopted
by Local Union No. 124:

Whereas, It has pleased the Almighty
God, in His infinite wisdom, to remove
from our midst our esteemed brother,
Everett Kelley; and

Whereas, Brother Kelley, during the
time of his membership in our local, has
always shown himself as fully worthy of
the friendship and respect which was
extended to him by all the members;
therefore, be it

Resolved, That we fittingly record our
appreciation of his service as a member
and his merits as a brother; and be it
further

Resolved, That we sincerely console
in the dispensation of Divine Providence,
and that this testimonial of our heart-
felt sympathy and sorrow be extended to
the relatives of our departed brother; and
be it further

Resolved, That we drape our charter
for a period of thirty days in memory of
our deceased brother; and these resolu-
tions be spread upon our minutes, and
be published in The Worker, and a copy
be sent to the relatives.

JAMES JOYCE,
C. F. DROLLINGER,
C. K. CAMPBELL,
Committee.



Reports of Officers ... and Organizers ...



The Labor Forward Movement

A New Departure in the Labor Circles that will produce great results

Labor has about concluded that something was lacking that was essential to its best and speediest progress, and in looking about for the cause, found that a great many of labor's troubles was caused by the fact that the average man outside its ranks knew little or nothing concerning the labor union, its purposes and aims and because of this fact was often found assisting the antagonistic employer to fight what he considered to be a lawless band of men whose only aim and purpose in having an organization, was to force as much money as possible from his employer for the least possible amount of labor performed, to dictate to the employers as to how their business should be run; to strike if the employer dared to refuse to let them run his business and kill or maim non-union men who took their places.

This view of course was given him by the antagonistic employer whom he met in a business or social way. And having no information to the contrary, of course, thought it something to be frowned upon by all good citizens, and of course he lent his aid to the employer to stamp it out.

The Labor Forward Movement as advanced by the trade unionists of Minneapolis & St. Paul, Minn., and carried on under the able supervision of President George Hall of the Minnesota State Federation, did a great work in correcting this false impression in the minds of the business, and professional men in that city, as well as to carry the message of unionism to a large number of toilers who were outside the fold. All national and international bodies were requested to participate and to have representatives on the ground, and a large number of unions did so. The following had special representatives on the ground for the campaign: American Federation of Labor, State Federation of Labor, Barbers, Bartenders, Boot and Shoe Workers, Cigarmakers, Carpenters, Electrical Workers, Garment Workers, Leather Workers on Horse Goods, Painters, Plumbers and Teamsters, and through the work of the committee they

were able to do good service in labor's behalf, as the committee had arranged for meetings in every church in the city, also in the business men's clubs, commercial and professional clubs, as well as the union meetings, as all crafts arranged for open meetings.

The greatest interest was displayed by the commercial clubs, church people and professional men who asked many questions concerning the principles and aims of the movement, and I am glad to state that without exception, they expressed a friendly attitude toward organized labor after hearing labor's side of the case.

In some cases they passed resolutions in favor of the things that labor stands for. The Saturday Lunch club, comprising the most influential business men of the city, passed a resolution that places them on record as being against prison labor products being allowed to go on the open market in competition with the products of free labor.

The Methodist conference which was held in Minneapolis during the Labor Forward Movement adopted the strongest resolution ever drafted by a body of that kind against child labor. The resolution in part, says, that while such conditions are tolerated, christianity is a farce, and it calls on its ministers the world over to fight for the abolition of this criminal practice.

Many churches and clubs went on record as favoring the shorter work day and expressed themselves as in favor of collective bargaining for labor or trade agreements.

These are only a few of the results, but they are so unusual as to be worthy of particular mention. Some new unions were organized, and some existing unions benefitted in membership. But in the opinion of the writer, the greatest good was done by making friends for the movement of men who formerly were against it, owing to their ignorance of its principles, aims and objects. And unless all signs fail, labor will have many an able champion in times of peril, as a result, where formerly she had enemies.

Too much can not be said regarding the splendid work of the local committees as they and that tireless president of the State Federation of Minnesota worked early and late, rain or shine to bring success. And it is to be ardently hoped that they will live long in their beautiful city and state to enjoy the well earned fruits of their labors.

Credit is also due the men sent there by their organizations for the faithful way in which they performed the work allotted to them as every one but the writer did yeoman service for the cause, and it is to be hoped that more cities will follow the lead of the twin cities and educate all classes in the great principles for which the labor movement stands. They have hid their light under a bushel altogether too long. Your union is something of which to be proud, and that will thrive in the light. Tell all men what it is and they too will be friendly to your cause.

You cannot fail to enlist the sympathies of the very best element among the business and professional men in your city by a campaign of education and the best way so far found is by such a campaign as was the Twin Cities Labor Forward Movement.

J. P. Noonan, I. V. P.

To the Officers and Members of Our Local Unions.

Greeting: At the last convention the constitution committee recommended that as far as possible, we should handle electrical apparatus bearing our union label. The same was adopted. You will find the recommendation on page 44 of the constitution. Members can realize the vast benefit that would arise to the individual members and the Brotherhood if this could be universally adopted. It would increase the membership of the Brotherhood by one hundred per cent and naturally increase the income, as well as control the manufacture, erection, repair and operating of all electrical devices. We would then be in the position in the trade movement that we should be in. It is now possible to get union label panel and switch boards in three different cities. Namely, the Chicago Switchboard Mfg. assn. of Chicago, Ill., the General Electric Co. of Schenectady, N. Y., and the Walker Electric Co. of Philadelphia, Pa. They all have signed agreements with our shop locals and have the I. B. E. W. labels issued to them, and this has been made possible through the efforts of one local, L. U. No. 134 of Chicago, Ill. Now, what would be the result if, say, ten more locals would do the same thing. You can readily see it would then become universal. Now is the time to lay

all the plans to carry this idea into effect, as it will take a lot of planning, conservative thinking and sacrifice to bring it about, and after the result achieved, will ample repay all. So start now and be a booster. Local Union No. 503, Fixture Workers of Boston, Mass., the first of May, were out for a minimum wage scale and recognition of the union, and have got all except two firms in line and hope to have them in line soon. Local Union No. 103 has been enjoined by the Lord Electric Co. of Boston, on account of removing the men from their jobs in support of the Building Trades council, but at this writing arrangements have been made to have the same dissolved.

With best wishes, I remain,

Fraternally yours,

G. M. Bugnizet, I. V. P.

Dayton, Ohio, May 9, 1912.

Editor Electrical Worker:

My last letter, at Louisville, April 7, made reference to the Building Trades strike, called April 1, to determine whether I. A. steamfitters or clean-cut trade unionists would rule the destinies of the Louisville council.

In almost daily conferences from April 1 to 8, at which time I left under instructions for Indianapolis, we were promised a satisfactory settlement through assurance that the I. A. men would be removed from the job.

The boys battled three more weeks, however, but I am informed that concessions additional to those we originally agreed upon, were later gained by other crafts, who at the beginning of the struggle seemed less grieved than the United Association.

I am sure the local trades and their representatives appreciate the good work and timely assistance of Organizers Byron, Leonard and Business Agent Brick of Indianapolis, who assisted in adjusting the difficulty April 28.

This victory spikes up a sign board at First and Jefferson streets, Louisville, pointing straight way to future successes and I feel sure the crafts are going to follow the indication from now on.

Different internationals, for the past eighteen months or more, have spent a great lot of money and the local men have worked hard and now "as they have sown so shall they reap."

I am told that our business agent there is making good. He ought to. He has all of his thinking material with him all of the time and he hustles, of course. He is bound to continue to make good and 369 is bound to succeed.

Reaching Indianapolis April 8, I joined the wage scale committee chosen by 481, in their arduous duties renewing

their working agreement for 1912, '13 and '14, embodying an increase in wage scale, etc.

International Vice-President Noonan, was called away and authorizing me to proceed, I participated in a meeting with the association contractors and our committee April 13. Conferences continued mostly of a dead-lock nature with little accomplished until April 30, a matter of two hours or less when the contract under which we were operating was due to expire.

The wage scale, one of the principal points at issue was adjusted upon the following basis:

Journeymen wiremen increase this year, $3\frac{1}{2}$ c per hour.

Armature winders increase this year, $2\frac{1}{2}$ c per hour.

Chandelier assemblers and hangers increase this year, 5c per hour.

Shop men increase this year, $7\frac{1}{2}$ c per hour. Men of branches to receive $2\frac{1}{2}$ c

increase May 1, 1913 and an additional $2\frac{1}{2}$ c increase May 1, 1914.

April 18th and 19th I attended the Indiana State Building Trades convention, Terre Haute, which was a pronounced success. The convention without dissenting voice, passed a resolution declaring emphatically against any support being given the seceding Electrical Workers. The United Brotherhood of Carpenters having now voted to again affiliate with the Building Trades department, assures the state body a renewal of charter, which means the upbuilding and strengthening of the Building Trades crafts in Indiana.

Have paid several recent visits to No. 336, Dayton, Ohio. They have taken over nearly all of the members of old 241, and at present writing are making splendid progress in organization work.

Fraternally yours,

E. G. Smith, I. O.

IF THERE WERE NO UNIONS.

Those workmen who refuse to affiliate with unions do not realize what would be the conditions of the mechanic and laboring classes in general if all workers held their views and refused to enroll themselves into labor organizations. They have but to look at places and in shops where there are no organized workers, where, as a rule, wages are less, hours longer and conditions harder. If there were no unions the workers would be ground down to the lowest point in their pay. If there were no unions men would be forced to labor for the lowest wages, even for the wages now paid to women and children workers.

England, the birthplace of modern trades unionism, is an illustration of the truth of what we have just said in the above paragraph. Before the era of trades unionism in that hive of modern industry the wages of its toilers were down to the point of abject slavery, and the workers were obliged to slave and toil long hours, amid horrible conditions, for a mere pittance, and to eke out a miserable existence. With the advent of trades unionism the condition of the producers of that nation's wealth began to improve, and is today much better than that of any other European workers.

Besides, the employers combine and have their associations. Why should not the workers have the same privilege? Why should one class have all the right of combination and association, and the other class, the most numerous, have none? If the employing class has all the rights of association, and the employed class has none, the latter class is per-

fectly helpless and completely at the mercy of the former class.

The existence of trade unions better the condition of all toilers, even of the non-union workers, who, so short-sightedly, oppose all unions as a matter of course. The existence of unions contributes to raise the wages of the non-union workmen in the same trades in the same localities.—Ex.

The Cumberland Telephone & Telegraph Company on March 19 filed a \$15,000,000 mortgage in the office of the chancery clerk at Natchez, Miss., to secure bonds for improvements in that state.

KEEP AWAY FROM ST. LOUIS.

Local Union No. 1 desires to inform all members through the Worker that they are not receiving traveling cards and will not for a period of ninety days, owing to the present difficulties confronting them.

St. Louis was always glad to extend the hand of fraternity to all traveling brothers in the past, and will do so in the future, when conditions become settled again.

They therefore sincerely request all inside electrical workers to steer clear of this city for ninety days. By doing so you will avoid being disappointed, as the ninety day clause will be strictly enforced, in accordance with resolution unanimously adopted by Local Union No. 1, at its regular meeting May 3, 1911, per section 8, article 14, International Constitution.



American Federation of Labor News ...



Washington, D. C., May 1, 1912.
TO ALL WHOM IT MAY CONCERN:

For years an unsatisfactory condition obtained in regard to the organization of the workers in the plumbing and steam and hot water fitting trade, by reason of the fact that steam and hot water fitters and helpers were members of both the United Association of Plumbers, Gas Fitters, Steam Fitters and Steam Fitters' Helpers of the United States and Canada, and also of the International Association of Steam and Hot Water Fitters and Helpers of America. Some years ago the International Association of Steam and Hot Water Fitters and Helpers of America applied for charter to the American Federation of Labor.

The application was protested by the United Association of Plumbers, Gas Fitters, Steam Fitters and Steam Fitters' Helpers, and one of the conventions of the American Federation of Labor decided to refer the application to a committee of well-known trade unionists to determine whether a charter should be issued, and if so upon what conditions. The committee recommended that a charter be issued upon certain conditions. Charter was issued. Later, upon charges preferred and a thorough investigation made, the charter of the International Association of Steam and Hot Water Fitters and Helpers of America was revoked. Later, upon the pledge to abide by the original conditions, the charter was re-issued. This, however, did not in any way minimize but rather accentuated the conflict between the United Association of Plumbers, Gas Fitters, Steam Fitters and Steam Fitters' Helpers and the International Association of Steam and Hot Water Fitters and Helpers of America. This conflict worked to the detriment of the Steam and Hot Water Fitters and Helpers throughout the country, and affected materially the Building Trades Department and the American Federation of Labor.

For a considerable period of time efforts were made to bring the International Association of Steam and Hot Water Fitters and Helpers in accord with the United Association of Plumbers, Gas Fitters, Steam Fitters and Steam Fitters' Helpers. The Building Trades Department endeavored to adjust the claims in controversy and at its Tampa

Convention rendered a decision, and for its refusal to comply with the decision suspended therefrom the International Association of Steam and Hot Water Fitters and Helpers, and asked that the American Federation of Labor take like action. Preferring to pursue a course which would tend to meet the needs of the situation, the Executive Council of the American Federation of Labor directed that the president of the A. F. of L. and the president of the Building Trades Department hold a conference with the officers of the United Association of Plumbers, Gas Fitters, Steam Fitters and Steam Fitters' Helpers and the International Association of Steam and Hot Water Fitters and Helpers, for the purpose of endeavoring to bring about harmonious relations, and, if possible, amalgamation.

Conferences were held. The officers of the International Association of Steam and Hot Water Fitters and Helpers refused point-blank to accept any suggestion of amalgamation. Thereupon, the Executive Council of the American Federation of Labor, after reporting to the Atlanta convention of the A. F. of L. the entire history of the case in controversy, among other things made the following observation and recommendation:

"In the instance of the contention affecting the pipe fitting industry, the interests directly involved raise the following questions:

"First: Concentration of effort and efficiency in one general pipe fitting organization; or,

"Second: Segregation of certain portions of the industry into separately managed and distinctly administered associations.

"In regard to the latter question, the segregated portions of the industry does not, and for many reasons cannot, cover or comprehend in all parts of North America the portion of the industry it essays to govern in largely populated cities and their environments.

"Therefore, in this instance, the Executive Council holds that both for harmony and for practicability, the pipe fitting trade should be represented in the A. F. of L., also in the Building Trades Department, by one general association of the pipe fitting industry—the United Association of Plumbers, Gas Fitters, Steam Fitters and Steam

Fitters' Helpers, of the United States and Canada; and further recommends that the Executive Council of A. F. of L. be instructed and the Executive Council of the Building Trades Department be requested to carry this into effect."

The Atlanta convention of the American Federation of Labor adopted the report and the above recommendation of its Executive Council, and the Atlanta convention of the Building Trades Department took similar action.

With this instruction of the conventions, further conferences were held between the representatives of the United Association of Plumbers, Gas Fitters, Steam Fitters and Steam Fitters' Helpers, and the International Association of Steam and Hot Water Fitters and Helpers of America, in which the president of the American Federation of Labor and the president of the Building Trades Department participated. The representatives of the International Association rejected all propositions submitted and insisted that the Executive Council carry out the decision of the Atlanta convention and render its decision in the case. The Executive Council of the A. F. of L. in conference with the executive officers of the Building Trades Department rendered a decision providing for the most generous terms of amalgamation of the International Association of Steam and Hot Water Fitters and Helpers of America with the United Association of Plumbers, Gas Fitters, Steam Fitters and Steam Fitters' Helpers. This decision and proposed amalgamation were accepted by the United Association of Plumbers, Gas Fitters, Steam Fitters and Steam Fitters' Helpers, and rejected by the officers of the International Association of Steam and Hot Water Fitters and Helpers of America.

Then the Executive Council decided that "unless the amalgamation is agreed to by April 1, 1912, no payment of per capita tax or of any other character shall be received from the International Association of Steam and Hot Water Fitters and Helpers, and that the American Federation of Labor will, on and after May 1, 1912, recognize but one organization of the pipe fitting industry; that being the United Association of Plumbers, Gas Fitters, Steam Fitters and Steam Fitters' Helpers, of the United States and Canada."

Now, therefore, in view of the instructions of the convention of the American Federation of Labor and of the Building Trades Department, and the acceptance by the United Association of Plumbers, Gas Fitters, Steam Fitters and Steam Fitters' Helpers, and the refusal of the

International Association of Steam and Hot Water Fitters and Helpers, to amalgamate upon the generous terms offered, all organized labor is hereby informed that:

THERE IS NOW BUT ONE ORGANIZATION OF THE PIPE FITTING INDUSTRY RECOGNIZED BY THE AMERICAN FEDERATION OF LABOR, AND ITS DEPARTMENTS, NAMELY, "THE UNITED ASSOCIATION OF PLUMBERS, GAS FITTERS, STEAM FITTERS AND STEAM FITTERS' HELPERS OF THE UNITED STATES AND CANADA," and all International and National Unions, all State Federations and City Central Bodies, and all organized labor of America are, in the interest of the workers in the pipe fitting industry, the wage earners of our country, and for a well ordered, self-imposed discipline in our movement, requested and urged to aid by every means within their power to carry into effect the decision of the American labor movement in this case.

Fraternally yours,

Sam L. Gompers,
President.

Attest:

Frank Morrison,
Secretary.
James Duncan,
First Vice-President.
John Mitchell,
Second Vice-President.
James O'Connell,
Third Vice-President.
D. A. Hayes,
Fourth Vice-President.
Wm. D. Huber,
Fifth Vice-President.
Jos. F. Valentine,
Sixth Vice-President.
John P. Alpine,
Seventh Vice-President.
H. B. Perham,
Eighth Vice-President.
John B. Lennon,
Treasurer.
*Executive Council American
Federation of Labor.*

The Westinghouse Electric & Manufacturing Company shipped from East Pittsburg this week to the Pennsylvania Water Power Company at McCall's Ferry, Pa., a 10,000-kilovoltampere, 3-phase, 70,000-11,000-volt, 25-cycle transformer to be used in connection with the transmission of electric energy to Baltimore. This transformer is a duplicate of several others which were shipped some time ago and an additional one is now being built which will be used in the Baltimore sub-station.

LEGISLATIVE COMMITTEE REPORT

Washington, D. C., April 18, 1912.
 Samuel Gompers, President, American Federation of Labor.

Dear Sir and Brother Since last reporting, under date of January 18, many new bills of interest to labor have been introduced in congress and some progress has been made upon measures in which the workers are interested; the following report having reference to the most important subjects:

Anti-trust and Injunction Limitation Measures.—The house committee on Judiciary gave extended hearings to the representatives of labor and a variety of opponents, after which the bill, H. R. 11032, was referred to a sub-committee. The sub-committee made its final report to the full committee on April 3, 1912, at which time the sub-committee reported a bill of a composite character, which contained amendments to the present procedure of the issuance of injunctions and made definite the provisions for the payment of damages by parties wrongfully enjoined; it being generally understood that the foregoing provisions dealt distinctly with the legitimate use of the injunctive power to conserve property rights by the equity courts. The balance of the measure recommended by the sub-committee is in harmony with such sections of the bill advocated and urged by labor and would secure personal rights from judicial interference by equity power. It also contains a provision making it necessary for the courts to serve injunctions on persons affected and not permitting the courts to abuse the injunctive writ as heretofore, by making them apply to any one person or everybody under a sweeping generalization.

The sub-committee struck from the bill advocated by labor the provision defining "conspiracy," and the provision exempting labor and associations not for profit from the provisions of the Anti-Trust act. This composite bill was agreed to on April 3 by a vote of 18 to 6. Up to the writing of this report the judiciary committee has not yet reported the measure to the house.

On April 11 Senator Bacon of Georgia introduced S. 6266, which has been referred to the senate committee on education and labor, and Representative Bartlett of Georgia introduced H. R. 23189, which was referred to the house committee on labor. These bills are identical. They cover every material contention made by labor for absolute relief from the Anti-Trust act, and from interference by the injunctive writ with personal relations of employers and em-

ployees. Much interest is manifested in these bills by members of congress, and in view of the fact that they are referred to the committees on labor, the possibility is brighter for obtaining prompt, affirmative action than would be if these propositions were before the committees on judiciary. On April 17 the house committee on labor agreed to report the Bartlett bill favorably to the house with the recommendation that it do pass.

Contempt Bill.—The house committee on judiciary agreed on April 3 to report out the Clayton Contempt Bill, H. R. 22591, which bill makes it possible to obtain a trial by jury in cases coming before a court under a charge of indirect contempt.

Convict Labor.—On March 4, 1912, the house of representatives passed the Boehler Bill, H. R. 5601, by practically an unanimous vote, no division being taken. This measure is now before the senate committee on judiciary. No action has yet been taken by that committee. This bill when enacted into law will authorize the states which have or may enact legislation to protect its citizens from the evil effects of convict labor, to prohibit the importation and sale of the product of convict labor of other states, and because such other states would be required to sell or consume the product of their own convicts within their own boundaries, humane and practical legislation would necessarily follow in such states.

Children's Bureau Bill.—The bill, S 252, passed the senate January 31, 1912, by a vote of 54 for to 20 against and 17 "not voting." It passed the house April 2, 1912, by a vote of 178 for to 17 against, 7 answering "present," and 190 "not voting." It has been approved by the president.

Civil Service Employes.—The Lloyd Bill, H. R. 5970, which has been so strongly urged, is still before the house committee on reform in the Civil Service. The La Follette Bill, S. 1162, is also still in the hands of the senate committee on Civil Service. No definite action has yet been taken on these bills by either committee. The house committee on post-office and post-roads has, however, included all the essentials of these bills in the Appropriation Bill reported March 4, 1912, for the post-office department (H. R. 21279), and may be found in section 6 thereof. This bill is now before the house in committee of the whole, and it is confidently expected that this provision will be acceptable to the house and passed..

Meanwhile the president, on April 8, issued an executive order, abrogating the "gag" rule issued by former President Roosevelt, January 31, 1902, and amended by him, January 25, 1906, and further extended by President Taft, November 26, 1909. The new order issued by the president permits officers or employees in the Civil Service to address communications to the congress or any member thereof, providing it is transmitted through the heads of the respective departments. It is obligatory upon such officials to forward such petitions or communications to the congress without delay, with such comment as they may deem requisite. Evidently the president has seen a great light, but his modified order falls far short of restoring to the Civil Service employees of the government the natural and political rights which the American Federation of Labor is striving to obtain for such employees. Organized labor and all liberty-loving citizens will continue their efforts to restore full citizenship rights to all government employees.

Department of Labor.—The bill H. R. 22913, by Mr. Sulzer of New York, has been introduced to take the place of his original bill, H. R. No. 13, providing for a department of labor with a secretary at its head, who shall be a member of the president's cabinet. The committee on labor, to which the new bill was referred, agreed on April 5 to report it favorably to the house. This report will be formally made in a few days, and as most of the representatives interviewed on this subject appear to regard it favorably, early enactment of the measure is confidently expected.

Eight Hours.—The Eight-Hour Bill, H. R. 9601, which passed the house December 14, 1911, was held up in the senate committee on education and labor until the patience of that committee was exhausted by repetition of statements and so-called arguments by attorneys and special pleaders of the National Association of Manufacturers; the Founders' Association; the National Metal Trades' Association, and other elements associated with "big business." On April 5 the committee decided without a dissenting vote, to report the bill favorably to the senate as it passed the house and without amendment. Senator Borah, chairman of the committee, promptly wrote the report for the committee (known as senate report No. 601), and submitted it to the senate April 11, 1912. The bill is now upon the senate calendar and can be called up at any time under the rules.

Eight-Hour Provision in Fortification Bill.—While this measure was before the committees for argument and consider-

ation, the legislative committees of the American Federation of Labor and the Metal Trades organizations obtained an eight-hour amendment to the Fortifications Appropriation Bill, in the sections providing for the manufacture of ordnance and powder. When that measure passed the house, February 16, 1912, this eight-hour provision was kept intact in the bill, and when the bill passed the senate on March 20, the eight-hour provisions were not changed.

Eight Hours for Post Office Clerks.—The Reilly Eight-Hour Bill for post-office clerks and letter carriers was unanimously reported out of committee and included in the Appropriation Bill for the post-office department, H. R. 21279, reported out of committee March 4, 1912, and may be found in section 5. This appropriation bill is now before the house in committee of the whole, and the prospects look very favorable to the enactment of a strict eight-hour provision for post-office clerks and letter carriers.

Employers' Liability and Workmen's Compensation.—The federal commission which has had this subject under consideration during the past year reported its findings to the president on February 20, 1912, and at the same time reported a final draft of the bill. Mr. Sutherland, chairman of the commission, introduced bill S. 5382 in the senate, and Mr. Brantley, a member of the commission, introduced H. R. 20487 in the house; both of which were referred to the appropriate committees on the judiciary. The senate committee on judiciary made a favorable report with some amendments, on April 3, 1912, since which time the bill has been under discussion on several occasions. Prospects look favorable for the passage of this measure during this session of congress.

The Government Employees' Compensation for Injuries Act, approved May, 1908, which was amended by the house December 6, 1911, by extending its provisions to the employees in the new Bureau of Mines, was amended by the senate, agreed to in conference, reported out and accepted by the house and senate on March 5, 1912, and is now law.

The Howland Bill, H. R. 20995, which contains the full scope of the original bill introduced at the instance of and urged by the American Federation of Labor so as to cover all employees of the federal government without regard to hazard of occupation, has incorporated with it the scale of benefits recommended by the federal commission in its bill of February 20, and which applies to employees of common carriers by railroads engaged in interstate or foreign commerce. The house committee on judiciary ordered the Howland Bill fav-

orably reported out of committee on April 11. This is a very fortunate circumstance, and will be instrumental in obtaining a uniform basis of benefits for government employees and for employees of common carriers, and while it may be said that the scale of benefits are, comparatively speaking, small, yet the fact remains that this scale is greater than that provided by any of the state laws or by any of the laws in vogue in foreign countries, and if it is found that the scale of benefits are too low, they can be increased at a future date by amendment to the act.

Immigration.—The house committee on immigration made a favorable report on the "illiteracy test" bill, H. R. 22527, April 16. The opposition to this bill does not appear to be as vigorous as in former congresses. Mr. Burnett, chairman of the house committee, feels quite confident that the bill will pass the house without serious objection.

Immigration — Chinese Exclusion.—The bill, S. 3175, introduced in the senate for the alleged purpose of codifying all the immigration laws, was submitted to attorneys of the American Federation of Labor, who concluded that if it was enacted in the form in which it was before the senate the right of Chinese to come to the United States would be absolutely unrestricted. In consequence of this serious question (Chinese immigration), coming again before the people, it was deemed wise to circularize all of the organizations on the Pacific Coast and inter-mountain states, urging them to oppose the measure. As a result of these activities an amendment aiming to cover this defect was agreed to in the senate (on April 15), and is as follows:

"Chinese persons or persons of Chinese descent, whether subjects of China or subjects or citizens of any other country foreign to the United States; persons who are not eligible to become citizens of the United States by naturalization unless otherwise excluded by existing agreements as to passports or by treaties, conventions, or agreements that may hereafter be entered into."

Industrial Education.—The Vocational and Industrial Education Bill, S. 3, by Mr. Page of Vermont, was favorably reported out of the senate committee on agriculture, February 26, 1912. Representative Wilson of Pennsylvania reintroduced his bill to conform to the changes made in S. No. 3, its new number being H. R. 21490. Special hearings will be held by the house committee on agriculture on this bill, April 23. Favorable action is expected by the house committee similar to that of the senate committee.

Phosphorus Matches.—The bill H. R. 20842, introduced for the purpose of preventing the disease known as "phossy jaw," passed the house of representatives March 28, 1912, by a vote of 163 for, 31 against, 7 answering "present," and 190 "not voting." The bill was brought up in the senate on April 3, and after some discussion passed without amendment and without division. The bill is now law, thanks to the efforts of the humanitarian impulses of the labor organizations and the women.

Porto Rico.—The bill H. R. 20048, providing for citizenship for the people of Porto Rico, was passed by the house on March 4, 1912, and is now before the senate committee on Pacific Islands and Porto Rico. The sentiment of the members of this committee seems to be favorably disposed toward the bill, but no positive action up to this time has been taken by it.

Public Health.—The bill S. 1, introduced by Senator Owen for the purpose of safeguarding the health of the people through the administrative powers of a Federal Bureau of Health, was favorably reported to the senate on April 13 with a recommendation that the bill pass. The original measure has been redrafted and the objectionable medical provisions removed.

Second-Class Mail Matter.—Bill H. R. 3972 (known as the Dodds Bill), which provides that publications by labor and fraternal organizations shall receive the same consideration as commercial and other business publications, was referred to the house committee on post-office and post-roads, and in turn was referred to a sub-committee of the committee on post-office and post-roads. We have received assurance from the chairman of the sub-committee, Representative Wilson of New York, that this measure will receive early consideration.

It will materially aid the officers of the American Federation of Labor and the undersigned if all local organizations and members will promptly urge their representatives and senators to pass the Anti-Trust, the Injunction Limitation, the Eight-Hour, the Convict Labor, the Second Class Mail, and the Workmen's Compensation measures during the present session of congress.

Respectfully submitted,

Arthur E. Holder,

John A. Moffit,

J. D. Pierce,

Grant Hamilton,

Legislative Committee, A. F. of L.

Correspondence

Editor Electrical Worker:

Few of the brothers that are readers of the Electrical Workers' Journal are cognizant of the fact that Cleveland has a local composed entirely of Fixture Hangars and Assemblers, but such is really the case and the number of this local is 115, and while we may be young in so far as the period of our existence is concerned, we must ask credit for what we have accomplished in gaining members for our organization, when it is taken into consideration that we can only get our members from one branch of the Electrical Workers' craft.

This is the first opportunity that we have had to speak to our brothers through the columns of the Electrical Worker and we desire to tell them all there is to tell, with the hope that it may be an incentive for some other local situated as we are to go into the arena and make good.

After the inception of our union and after affiliation with the accredited organization re-organized by the American Federation of Labor, applications came pouring in until at the present time we control some of the largest plants in this city, and at the rate we are progressing it will not be long until we have 100 per cent of the men organized.

Much credit is due officers of our local union for the success of No. 115, and all the members are a unit in their praise of their good work. The officers of our local are:

President, John MacRae.

Vice-President, Guy Burges.

Recording Secretary, Roy R. Gair.

Treasurer, John Prout.

Sergeant-at-Arms, T. Crook, G. Resehke.

Financial Secretary and Business Agent, Lewis J. Glahn.

It is with pleasure we send these few words of good cheer to our brother members of the Brotherhood of Electrical Workers, but we also desire to emphatically state here that we believe that the solidarity that has come through the elimination of the seceders is to a great extent responsible for our present strength.

It afforded the local boys much pleasure to see the cartoon that was published in the last issue of the Electrical

Worker, and to say that it is appropriate is putting it very mildly. It is the consensus of opinion among the boys here that this will be the end of all secession movements in our organization, and we hope that all those brothers who inaugurate such a movement will be hurled into oblivion long before they can practice any disruption among the tried and true members of the International Brotherhood of Electrical Workers.

Fraternally yours,

Lewis J. Glahn, P. S.,
Cleveland, Ohio.

310 Prospect Ave.,

Editor Electrical Worker:

Some time ago you wrote me a letter asking me for my personal views on the "International question." For different reasons I did not comply with your request, and the chief one was that I did not desire to discuss any phase of the question in print, while the case was before the court, as I thought later on, I might be accused of trying to influence the judge's decision, but now that the decision has been rendered, I feel free to voice my opinion of the dissension now existing in "the Brotherhood," that a few professional labor men have brought about for selfish reasons. When the news was flashed here to No. 3 that there was trouble in the International office, between the International officers, I suspected at once that a certain few men were striving by hook or crook to rule or ruin the Brotherhood, unless they had their way. The next thing I heard was that the whole trouble was Peter Collins, and that McNulty was told to oust him from office, and that he could have anything he wanted, as they were not after him (McNulty) but wanted to get Collins. Brother McNulty, I heard, thrust the proposed deal aside and upheld Secretary Collins as he truly believed Collins was right. The next bit of news we received was a circular stating that a brother Electrical Worker in Denver had stated under oath that Brother McNulty was joy riding around with women on the Brotherhood's money. After I read that bit of slander, my mind was made up to support International President McNulty to the bitter end, as I have known him for many years and knew that he in no way leaned in that direction. After that No. 3 was bombarded with slanderous circulars and letters, charging Brothers

McNulty and Collins with all the crimes on the criminal calendar. Then came the election of delegates in our local to the Chicago convention, a resolution was presented by a member, the gist of it was that we instruct our delegation to the convention to support Brothers McNulty and Collins for re-election. I supported it with all the means at my command, but it was voted down by a close vote, the chief argument against it, was that our delegates should go there with open minds to see who was right, and to report back their findings and actions to the local. When they returned the seven of them stood up, one by one, and reported that McNulty and Collins were in the right, and should be supported by the rank and file of the local to the end. Circulars and letters from the other side continued to rain in upon us, with all kinds of insinuations and accusations of the most filthy kind, but with no evidence to back them up, so we paid no attention to them whatsoever.

The quarrel dragged on and nothing of importance happened till last July, when the local decided to send ten delegates to the convention of the legitimate Brotherhood as officered by Frank McNulty and Peter W. Collins, and the writer became a candidate and had the good fortune to be elected. When I arrived in Rochester one of the stories I heard was that Brother McNulty was not desirous of becoming a candidate for re-election, not that he did not believe what he had done was right, but for the sole reason that his home life was not staple enough, and that the worries and flurries of traveling was telling on the health of his wife and that for her sake he desired to get out of the nerve-racking contest. I was rather alarmed when I heard the above, and worked night and day in conjunction with the rest of the delegates from No. 3 to influence delegates from other sections of the country to prevail on Brother McNulty to continue in the fight to stamp out rebellion in the ranks, and to carry the banner of the legitimate brotherhood on to victory. After hearing the able business-like explanation of Lawyer Stewart in the convention hall of how our case stood in court up to that time, I was convinced that victory was in store for our side if we only had the courage of our convictions and push the case to a speedy trial, and that night I had a talk with President McNulty in the lobby of the hotel, and told him that in my opinion he should continue to be our "standard bearer," as it was bad policy to change generals in the midst of a fight, and after giving the question deep thought and consideration, and against the wishes of his better half (I heard) he accepted the nomination and was elected

unanimously. The above story is only related to show that the story that was abroad that he could not be driven out of the office was untrue. After Secretary Collins read off his able business-like report it was accepted, and he then made a short statement, the gist of it was that he heard many rumors in connection with himself and the trouble in the International office, and further stated to the delegates point blank like a true blue union man, that if they figured him the source of the trouble he would step aside as he did not want to cause trouble for any organization that he was connected with. He was applauded to the echo, and also re-elected unanimously. What impressed me most at the Rochester convention was the reception that the committee from the seceders' convention received after they received the privilege of the floor of our convention. Every delegate in the hall seemed to arise as one man, and cheered and applauded them for at least five minutes. It was an inspiring scene, and to my mind a sincere exhibition of genuine fraternal feeling towards the misguided ranks and file on the other side. In New York City I have attended large meetings, political, civic and otherwise, but I never have heard the equal of the reception their committee received that day, and it sounded so genuine too. Chairman Smith of the committee made a short statement, and the important points were, that there were no officers on the committee, and that they were elected from the floor of their convention, and that there were no strings attached to them, and to my mind things looked fine for a speedy settlement of all our troubles. Shortly afterward we elected a committee from our floor to meet them and report back to the delegates, and after considerable discussion on the report, the recommendation of the joint committee to bring about a lasting settlement of the discussion in the Brotherhood was endorsed by the convention, but when they reported back to their convention, their convention added so many additions that our convention (the legitimate one), could not with respect agree to them, but I honestly believe today, that if the whole question was left to the two committees to agree on a plan, the trouble in the Brotherhood could have been settled at Rochester.

Before I close I want to say a few words in behalf of International President McNulty, whom I have known a good many years. I have never heard him yet claim perfection in the actual administration of his great and important office, but he would be justified in saying that honesty and impartiality has been his guiding principles since he has held the International presidency, through my

own personal knowledge, and I also know that social influence, secret society influence, religious influence or political influence are absolutely without control or effect on him. He also has the principal qualities that go towards making a successful officer of a labor organ, capability, character and loyalty, and my sincere wish is that he will continue to be the International President of the I. B. E. W. for a good many years to come. International Secretary Collins, I have known only slightly, but with what dealings I have had with him, I think he has justice for his guiding principle, which means equal rights to all, special privileges to none, and the very fact that President McNulty indorsed his actions in the International office when the storm broke, was endorsement enough for me, if I had never known him.

But in closing I want to add that no man or set of men could come into old No. 3, and make us believe any old thing they care to tell us, for to use a popular saying, "They have got to show us the blue prints."

Wishing you, and all the International officers, also the rank and file of our re-united Brotherhood, future success and prosperity, I am,

Fraternally,
Charles J. Reed.

To the Members of the I. B. E. W.

Greeting: As we are just getting out of the clutches of a very severe winter, St. Louis is provided with more electrical workers than work now being done, or in prospect, will be required. The men unemployed are still hopeful. There is no bread line as yet, but the seceders are making matters very disagreeable for the loyal members. You that are posted know that the rank and file trust men that are chosen as officers, and it takes a long time to convince them that their trust has been abused. Some of the disruptionists are as honest as the loyal members, all owing to their honesty, not inclined themselves to deceive any one, they believe what is told them.

It is a fact beyond dispute, that the first statement of a case, makes an impression that is hard to erase. Therefore do not be too hasty in condemning any one who has been allied with you in a movement for the betterment of conditions. If you will stop to think, and place yourselves in the place of the other fellow, "figuratively speaking" you will find better results. Abusing or insulting is very poor argument. Measure purpose and inclinations and weigh any assertion made, but do it coolly and be willing to give your opponent some rights in the premises, and they will

build your case up stronger for you, and if you are right, they will surrender, unless they are made of adamant or have no true manhood in their makeup, and are but poor fellows to associate with for the good of the I. B. E. W.

The A. F. of L. have decided the standing of the I. B. E. W., the parent body having been recognized. The Cleveland court has handed down a decision that should be convincing to any fair minded man. If some of the old timers will look back, and try to remember what conditions were before the I. B. E. W. was organized, and then come into the time, that we were all in one body, and then see what has developed in the seceding movement, I know they will then place their shoulder to the wheel and help put us back on the smooth road. The name of your officers should have no control over you. The constitution is made for your protection, and the officers are elected to enforce the laws. This is no monarchy, but every man complying with the enacted laws, has as much right to demand its enforcement as the international president or any other officer. The constitution is not formed by the officers, but the rank and file, through delegates of their choice. Moralizing with some has no effect; what they need is stubborn facts and some one to tell them, that has no ax to grind, other than a desire to better their own conditions and help the weaker brother at the same time. The finest and strongest structures are not made entirely of the most expensive materials. Keep your mind on the fact that you are the one that suffers for your wrongs. Be true to yourself, and charitable to any who are not as fortunate as you, and you will find pleasure doing good that is beyond my ability to describe. When you are in trouble, there are many ways to off-set them, and the best is to confide to a true friend. As to friends I say cater to them. It is more pleasant to see even a hound dog greet you with a wag of his tail, than to run and hide when you appear. Keep your own record clear and look any man in the eye and don't fear to state your honest opinion to an honest man. The practice of fighting the devil with his own fire don't win much. Keep your eye on the sisters of the Brotherhood; help them where you can, and the profit grabber with no soul will treat them better and you will see the Lord's best gift to man show their appreciation.

To the young men, I say, pick a wife in your walk in life and the results will be your reward. I may be sentimental and I really believe I am, but I can't help it. The first love I ever ex-

perienced was for a woman, my mother, but since that time I have learned to love them all, and I am no flirt.

Wishing the I. B. E. W. success and apologizing for the above, I am yours fraternally,

Baldy.

Local Union 427, Springfield, Ill.
Mr. Peter W. Collins, Editor:

Well, brothers, since my last writing there has been nothing of importance. Work still remains at a stand still and the prospect doesn't look very good, although there are some brothers with a long range eyesight who predict that it will liven up in the near future, and we sincerely hope that their predictions are correct, as we have quite a few walking the streets.

At the present writing the news comes to us of Bro. Peter W. Collins' resignation as I. S.

To the majority of the Brotherhood I think this news comes as a bolt of lightning from a clear sky, and while we will all miss him from our midst and from the office which he has so faithfully filled. We all wish Bro. Collins unbounded success in his future undertakings.

Well, brothers, as I understand it, the I. O. is striving to enlarge and build up our "correspondence" section of our worker. Now brothers, there is only one way to accomplish this and that is for each and every local to see that they have a letter for the "Worker" in the I. O. on the 10th of every month.

That is the only way that we have of keeping in touch with one another.

Get in brothers and get your feet wet. It will not cost your local over a bottle of ink and a few pen points, and the time will be well spent.

Well, brothers, as the times are dull and there isn't any news, I will close with the promise as soon as it opens up I will let you know.

Wishing all the brothers success and hoping to see a large "correspondence" next month, I remain,

Fraternally,

A. L. Scott,
Pres. Sec., L. U. 427.

Cleveland, O., May 11, 1912.
Editor Electrical Worker:

Just a few words to let the membership know that Local Union No. 38 has its hat in the ring and fighting as usual to maintain the conditions it has created through years of organization, sacrifice and agitation. Work we are sorry to say is very bad with the result that many of our members are loafing.

While Local Union No. 38 has always extended the hand of fraternity and good fellowship to all traveling members, we have so many members out of work that we advise all Inside Wiremen to stay away from Cleveland, Ohio, for the present. Prospects for the immediate future are not bright.

Local Union No. 38 has no desire to deprive any member of any of his constitutional rights, but feel it our duty to inform the brotherhood at large of local conditions.

We will try and take care of our own members that are out of work, in doing that we will have our hands full for some time to come.

If members come here despite this warning, they can expect to join our "out of work force," and remain there for some time on their own resources.

J. W. HART,
Local No. 38. Recording Secretary.

Houston, Tex., April 30, 1912.
To all Locals of the 3rd D. C., 2nd Districts:

Greeting—With a view to getting the two factions of the I. B. of E. W. under one head, we take the liberty of making a brief statement of how we view the situation and asking you, if you feel you can honestly do so, to indorse our sentiments.

In view of the fact that the courts have decided that Collins and McNulty faction are the I. B. of E. W., we feel that the quickest way to attain the results we desire is to go over in a body (that is the district), all local officers remaining as at present and at the next election of G. O. we can elect officers from the rank and file that will be agreeable to all.

We would urge upon you the importance of quick action. If you feel it best to go into this movement, the quicker you take action the sooner we can get together. A copy of this letter is being sent to every local in this district and one to each G. O. Trusting to hear from you at an early date, we remain,

Yours fraternally,

EXECUTIVE BOARD LOCAL NO. 634.

Having at all times the interest of the entire Brotherhood at heart, we endorse the above letter.

A. Y. JOHNSTON,
E. J. McELROY,
H. L. HOLMES,
J. M. STEVENS,
W. R. ALYSWORTH,
W. J. PETERS,
K. J. WHALEY.

Editor Electrical Worker:

I have received several letters from local unions of our Brotherhood, asking me if municipal inspection of electrical installation in Chicago, Ill., was successful and practicable. The following data and facts concerning the subject are interesting and speak for themselves.

With best wishes I beg to remain yours,

Fraternally,

M. J. Boyle,
Business Agent of Local Union No. 134,
Chicago, Ill.

The expenses of the Inspection Bureau are appropriated from the general fund of the city and the receipts also go into the same fund so that all profits of the bureau go toward the maintainence of the general expense of the city.

The receipts for 1910 were \$131,797.91 and the expenses \$45,121.27, showing a profit of \$86,676.64.

The benefits obtained from inspection are not only those derived from a safeguarding against fire and accident from electrical causes, but in addition to this the inspection also means that practical engineering services are provided at a comparatively low cost, careful attention being paid by the inspectors to workmanship and class of materials used.

In this city the Inspection Bureau during the past year comprised thirty-one employees all of whom are engaged in the work of the bureau. Fourteen additional employees have been allowed for the coming year making 45 employees in all. These employees are the best that can be obtained through competitive examinations.

Every electrical installation is inspected by employees of this bureau.

The Underwriters and insurance companies accept the inspections made by the bureau. The Underwriters have inspectors who cover the whole country. They inspect practically no new work,

their inspection being confined to such cases as are requested by the insurance companies associated with the Underwriters and are re-inspections of old work. They also inspect fire alarm systems and other devices used in connection with automatic alarm systems.

The following are a few reasons why the municipality, and the municipality alone, should make electrical inspections:

A duplication of inspections by the city and underwriters is an unnecessary expense and is the cause of more or less confusion to contractors, owners, and others interested.

A municipality can enforce regulations by ordinance, while the Underwriters can only enforce such regulations by a raise in rate of insurance. It is a fact, easily verified, that dangerous electrical installations are often maintained and the higher rate paid in preference to paying the cost of placing the wiring in a safe condition.

Underwriters are interested only in such installations as are covered by insurance policies and their interest must be measured by the extent of their policies. A municipality inspects every installation and inspects them all alike.

The subject of safe wiring is one in which the people in general are concerned and the regulations effecting safe wiring should be handled by the representatives of the people.

A matter of great importance in electrical inspection is the safeguarding of human life. This must be considered of equal importance with the fire hazard. During the past year there has been thirty-six fatal accidents from electricity in this city. The Underwriters are in no way concerned with the life hazard and it is very evident that this phase of the matter must be handled by the municipality.

Are Universities Worth While?

H. K. Bush Brown

Washington, D. C., Mch. 7, 1912.

The acid test of an education is what a man can do. Is it fair to put a commercial test to a University degree? Such a test, however, has been made by the Harvard Appointments Office and the showing while startling is certainly far from flattering. According to the statistics available the average wage of a man who has received a bachelor's degree is at first about \$15 per week. Princeton reports show that its graduates start at an average of \$6 per week.

From tables made up from the salaries paid graduates in certain lines of employment the averages are as follows: Brokerage business, \$3 to \$8 per week; manufacturing, \$7 to \$12; and engineering \$10 to \$15. In all these lines the college graduate does not receive more than the average high school graduate. It is obvious that these institutions are not measuring education in dollars and cents. Their declared purpose is to give an all around education for a gentleman. That they are doing this to good pur-

pose is shown by the following incident which recently occurred at Harvard. Professor W. H. Scofield, instructor of comparative literature, asked a class of more than 100 when Aristotle lived. Not one could answer. When he further inquired how many thought he was born after 1840, six men held up their hands.

The attainment of the degree which stands for culture insures, however, a respectable position in society. Most graduates are also skilled in several of the gentle arts of idleness, and while they have not increased their earning capacities, they have quite necessarily acquired the needs and facilities for spending more than when they entered college. With the earning capacities of children and the spending capacities of men, the period of dependence is prolonged and unless the earning and spending can be made to balance the danger is that our elegantly educated gentlemen will serve no higher purpose than to distribute the wealth that his forbears have accumulated. And this alas, through no particular fault of his own. Of course our average college graduate has a higher ambition, and so let us leave him to struggle with life on his small earnings and strain our imagination while we contemplate a different kind of a university. One that does not deal with the theory of life as set forth in text books, lectures and libraries, but is ruled by science and art in every phase of its manifestation, having control over a large area of land and dedicated to showing youth by actual contact with all kinds of productive occupations, the marvelous possibilities of the arts and sciences. Not merely talking about them and analyzing them, but learning how to produce by means of them.

It would be necessarily divided in to two great interlacing and overlapping sections, one of which would be devoted to the minor arts of expression or to the care and development and welfare of the body, and the other to the major arts or those things devoted to the care, development and welfare of the spirit.

In order to comprehend this new university we must establish a new fundamental principal that education is not a commodity that can be acquired for a fee. It can only be had by living it. That only by self-reliant, self-supporting and self-respecting work can we attain a real knowledge of the Arts and Sciences. By dealing with them personally at first hand and not by the means of indirection from someone else; a great university would deal with life in all its conditions and be in perpetual experimentation with every problem for

the uplift of mankind. An ideal, perfect city, state in itself, wherein every vocation would play its part in the highest form, so that those who studied in these surroundings would find no contrast in stepping into the outside world, except that inspired by the knowledge of his own great work to do in order to fulfill his part in the great struggle for better surroundings and better kind of living innate in every soul. That if our great republic is to succeed it must be through constructive co-operative work for the uplift of all, and not through individualism and competing for better places by pulling each other down.

Heretofore we have had sections of humanity dominated and controlled by the military spirit, at other times by the religious spirit, not infrequently by the two combined, again by the legal spirit and by the military and legal spirit, and always ruled by the power of money; at all times preaching and promising the brotherhood of man, but never attaining it except in modified and attenuated form.

Here we have a great republic established on the fundamental base that "all men are created free and equal." With the best of intentions and efforts at equal opportunities of education through the highest development of the public school that the world has seen, yet we have nevertheless failed of attaining the maximum of productive capacities both for the poor who are allowed to leave school at fourteen and for the rich who are educated in a false atmosphere and know not life itself. We have in consequence one kind of education for the poor, another for the rich, and through individualism, selfishness and the love of power have a people divided against itself, and it is known that a "house divided against itself cannot stand."

Let us then be frank with ourselves and our national ideal, and establish one community in the form of a university wherein science and art will be enthroned as the dominaneing spirits, and where everyone will be judged by his deeds, where self-reliance and self-support shall rule.

Under such influence the mature students when leaving the institution may hope to have a greater earning capacity than when they entered it, and be better fitted to take hold of life to make of it "peace on earth good will toward men."

In outline this is the kind of institution contemplated by Senator Borah of Idaho in his bill to establish the Federal University to be located at Washington and be in co-operation with the state, colleges, universities and experimental stations, and have local co-oper-

ative centers wherever the people want them. A university within reach of every citizen who wishes to better his physical, mental or spiritual condition by his own efforts for the purpose of life is not only prosperity but self-development.

It is estimated that there are over ten million children in the United States between the ages of fifteen and twenty-one, and a good proportion of these do not know how to do anything very well and do not want to do anything very much; their productive capacities have been only partly developed. They are drifting from one temporary occupation to another. Although they are minors they have no protection as such and are at the mercy of every employer who wants their time and their energy because it is cheap. Their only idea of an education is that by means of it they may attain a life of idleness. As minors they are entitled to be taught how to make the most of their abilities, and they need to be inspired by the idealism of a great university wherein self-reliance and self-support may be the means of advancement not only materially, but intellectually and spiritually.

To help make a world where no one has the right to idleness but where all work in co-operative instead of a competitive way for the uplift of mankind.

There has never been a university based on fundamental principle that each student shall be a self-sustaining unit the same as the world itself demands of most of us. The trustees or regents of this university are to be selected from men who have experience in the application of the arts and sciences to the needs of daily life and having made success of their own private affairs it is to be assumed that they can put such an institution on a practical basis. The long term of service of the trustees insures a permanency of policy.

While congress is asked to make the initial appropriation the foundation endowment feature of the university will attract endowments from those who have money to leave for the benefit of mankind, no matter in what form the fund fund is intended to apply to the betterment of life. Such a university will deal with life in every form, and will set up an unassailable standard namely, that every one should know how to do some one thing well, and that the best in everything is none too good for an American citizen as his guiding principle.

On this simple and firm base we can make material prosperity ever a means

to the highest culture and spiritual growth. Some say this is making a science of religion, others that it is to be a religion of science. It matters not for science and religion are really kindred forces and are everywhere working for the same ends. A university must deal with humanity as it is and the idealism of the spirit is big part of human life.

The great purpose of Mr. Henry K. Bush-Brown in writing these articles and in advocating this proposed university is to make it possible for working people to secure a first class practical and useful education at a small cost.

Knowledge is power. When our fellow workers know more, they will not only be able to produce more, but they will know better how to secure a larger and larger share of what they collectively produce, until they finally secure the full value of that product.

Young men and women who crave for a higher education will be able to qualify for the studies they wish to pursue by means of this proposed university with what knowledge they possess without humiliation or the discouragement of exorbitant costs, self help, self reliance, personal dignity and the highest efficiency will be the stimulant to set the standards of moral and mental worth so that an individual may live his own life in his own way.

It will reverse the rebuke which Alexander the Great gave to Aristotle the philosopher, when he said, "You did wrong in publishing the acroamatic parts of science. In what shall we differ from others if the higher knowledge which we gained FROM YOU be made common to all the world? For my part I had rather excel all mankind in the superior parts of learning than in the extent of my power and dominion."

Mr. Bush-Brown is engaged in a worthy effort. He would open wide the doors of learning so that all who choose may have a free opportunity to secure technical and serviceable knowledge and emulate Aristotle in his search of wisdom: "The gods help those who help themselves."

This proposed National University can be made a great instrument for good. Now let the people help themselves to get it!

Fraternally,

Arthur E. Holder,

Legislative Committee American Federation of Labor.

LOCAL Union Official
L Receipts up to and including the 10th of the current month • • •

Members' receipts received from Local Unions from April 11 to May 1:

L. U.	From	To
338	28574	28581
396	161498	161546
402	29815	29821
404	140373	140452
419	198400	198583
427	23966	23967
430	32008	32022
442	85001	85316
470	163559	163584
481	84189	84337
	49501	49623
494	126271	126370
501	503	54787
506	34643	34653
527	55315	55322
528	130756	130777
536	120233	120235
536	120239	120267
541	98327	98344
565	159108	159250
565 (Sub.)	75790	75800
581	38354	38392
581	38377	38392
588	63788	63852
591	31011	31116
592	94702	94726
595	29408	29476
614	40289	40290
614	40292	40296
643	42148	42152
644	28050	28115
645	30615	30674
648	43306	43317
659	56412	56452
666	28931	28959
668	53242	53253
675	83291	83306
675	83294	83306
677	77364	77378
680	84837	84849
681	85251	85257
682	69844	69857
683	89791	89804
685	93125	93128
692	13096	13121
695	22048	22062
696	129143	129158
697	131307	131351
699	117044	117045
700	117048	117063
701	101348	101367
702	115548	115550
702	106015	106020
708	106541	106557
708	106545	106557
713	76651	76850
714	73063	73189
715	175501	175524
715	175525	175556
718	79501	79539
	MISSING RECEIPTS.	
L. U. No. 9-143111, inc. 143250.		
L. U. No. 20-97627, inc. 97667.		
L. U. No. 140-31706, inc. 31727.		
L. U. No. 184-18506.		
L. U. No. 212-192937.		
L. U. No. 355-37517.		
L. U. No. 536-120264, 120265.		
L. U. No. 643-42149, 42150.		
L. U. No. 680-84844, 84845 and 84846.		
L. U. No. 692-13113, 13116, 13117, 13118, 13119 and 13120.		
L. U. No. 696-129155.		
L. U. No. 715-175542, 175543 and 175544.		

Trade Notes

The Texarkana Gas & Electric Company has completed arrangements for the extension of their street car line from the street car barns on Rose Hill to Westmoreland Place, a new suburb on the Texas side, which it is proposed to make one of the choicest residence districts of the city. Property owners in the suburb and along the line of the proposed extension have raised a bonus of \$5,000 cash to secure the building of the line. This extension will require the laying of about two miles of tracks, and work on the same is to be started within the next few weeks.

IOWA FEDERATION RE-AFFILIATES.

Washington.—The Iowa State Federation of Labor, whose charter was revoked in 1909 because of its refusal to comply with section 1, article XI. of the constitution of the American Federation of Labor, has applied for re-affiliation. This state organization refused to comply with the constitution of the American Federation of Labor in the Electrical Workers' case, having recognized the seceding faction. The organization has now reversed its position, as well as has the central body of Sioux City, Iowa. The entire controversy is now cleared up in that state, all chartered bodies enforcing the constitution.

RESUSCIATION FROM ELECTRIC SHOCK.

The first meeting of the commission on resuscitation from electric shock was held in the board room of the National Electric Light Association, New York, on February 22. This commission was organized upon the initiative of the National Electric Light Association, and has for a purpose the study of electric shock and the preparation of a set of rules for first aid in case of electrical accident. The commission is composed of members of the American Medical Association, National Electric Light Association and American Institute of Electrical Engineers, as follows:

Nominated by the American Medical Association: Dr. W. B. Cannon, professor of physiology, Harvard University, chairman; Dr. George W. Crile, professor of surgery, Western Reserve. Uni-

versity; Dr. Yandell Henderson, professor physiology, Yale University; Dr. S. J. Meltzer, Rockefeller Institute for Medical Research, New York; Dr. E. A. Spitzka, professor of general anatomy, Jefferson Medical College; Mr. W. D. Weaver, editor Electrical World, secretary. Nominated by National Electric Light Association: Mr. W. C. L. Elgin, electrical engineer, Philadelphia Electric Company. Nominated by American Institute of Electrical Engineers: Dr. Elihu Thompson, electrician, General Electric Company; Dr. A. E. Kennelly, professor of electrical engineering, Harvard University.

At the meeting in New York City the medical members of the commission unanimously advocated the Schaefer, or prone, method as the best means in the hands of laymen for maintaining respiration in victims of electric shock, and the commission formally voted to recommend this method. A chart is now being prepared which will give details of first aid in cases of electric accidents and will describe fully the method of applying artificial respiration. This chart will be issued under the auspices of the National Electric Light Association.

INTERURBAN LINE AN ASSURED FACT.

C. T. Edwards, one of the most prominent promoters of the Shawnee-Oklahoma City interurban line, has just returned from Philadelphia, where he went for the purpose of making permanent financial arrangements for the construction of the road.

Mr. Edwards spent several days in Oklahoma City recently conferring with leading business men about the new road. He states that one of the most prominent financial establishments in Philadelphia has agreed to furnish money for the undertaking and that its construction in the very near future is an absolutely assured fact.

The line will extend through Dale, McCloud and Harrah, running almost alongside the Rock Island for the entire distance between Oklahoma City and Shawnee. He states that about January 1, 1913, an Oklahoma City-Shawnee interurban car will make its first trip between the two cities.

OBITUARY

C. S. P. Smith, L. U. 696, Albany, N. Y.

Sam'l Grossman, L. U. 534, New York,
N. Y.

John Tibbetts, L. U. 247, Schenectady,
N. Y.

John O'Connell, L. U. 534, New York,
N. Y.

Ernst Appuuh, L. U. 534, New York,
N. Y.

W. B. Austin, L. U. 534, New York,
N. Y.

J. Brigham, L. U. 675, Elizabeth, N. J.

John Gross, L. U. 419, New York, N. Y.

J. J. Anderson, L. U. 134, Chicago, Ill.

Miscellaneous

Electricity is Constructing Aqueduct for New York City

More than 120 miles above New York city, in the heart of the Catskill mountains, electricity is digging a giant aqueduct which, when completed, will deliver 250,000,000 gallons of water each day to thirsty New Yorkers. This mammoth aqueduct will pass under two rivers, a lake and two arms of the sea, and it is being constructed largely by electric power.

At Ashokan, Prattsville, Franklinton, Napanoch and Oak Hill, high in the mountains, large reservoirs are being constructed. These will all be connected by a concrete and steel aqueduct. Four creeks and their water sheds constitute the source of supply, the Schoharie, the Esopus, the Roundout and the Catskill. In the valley of the Esopus the monster reservoir is now under construction. Schoharie creek will be diverted by tunnel to empty into this lake. Tributary aqueducts will connect the Catskill and Roundout creeks. The Ashokan reservoir will have an approximate area of thirteen square miles, and will hold about 128,000,000,000 gallons of water. The dam will be about 1,000 feet long on the crest and 240 feet high. It will be a 40-mile journey to drive around this mammoth pond.

The aqueduct will lead from Ashokan reservoir, which is 510 feet above tide water, across the open country, up hill and down hill, crossing the Hudson river at Storm King mountain, up again on the eastern side and so on to the old Croton reservoir. This water will be distributed in New York, Brooklyn and the Borough of Richmond, covering an area of 309 square miles, giving a daily supply of a billion gallons, or one pint of water for each and every square foot of surface.

The construction of the Ashokan reservoir constitutes one of the items involved in the Catskill project. This dam is to hold the water gathered from 140 square miles of territory. The amount of excavation involved is about 2,500,000 cubic yds., of which about 20 per cent is in the rock. The construction of the great dam and the several dikes will require 8,000,000 cubic yards of material of which the concrete material alone will amount to 880,000 cubic yards. The three dikes are to be of earth construction, with concrete cores to prevent undermining. Altogether they have a length of about 20,000 feet.

It is no simple problem to construct a great conduit from the Ashokan dam to New York City. About 60 per cent of this great pipe line will be merely buried on the surface of the ground, the remaining 40 per cent will be below the general surface. Eleven per cent will be through hills and the like and the remaining 29 per cent will be syphon construction below grade. It is easy enough to construct an aqueduct so long as it is upon or near the surface of the ground, but time after time this great pipe line must dip far beneath the surface of the ground in search of bed rock through which to cross some ancient gorge of the Esopus, or other glacier faults and fissures in the earth. The problem of getting across the Hudson river was one to baffle most engineers. A bridge was thought of, but this would cost too much for maintenance. It would be possible to build a tunnel through the river, using shield and compressed air, but the best plan was to find bed rock and construct a huge syphon under the river bed. Bed rock was found at Storm King and the wonderful tunnel through rock is now almost completed. Nearly 25 miles of similar syphon occur between the dam and Yonkers, 6.37 miles being of shell work and 18.39 of pressure tunnel.

The building of these great dams and tunnels is a stupendous undertaking requiring the services of thousands of men and horses, a multitude of machines and enormous power.

Contractors have adopted electric power whenever practicable because they find that electric motor drive enables them to quickly move earth, broken stones, sand, cement, water, etc., at a minimum cost. The real saving is made owing to the fact that the motors consume power only when in actual operation. They are always ready for instant use and under perfect and easy control by laborers of average intelligence. The motors have few wearing parts so the cost for repairs is very small.

General Electric Company motors are used to drive mining locomotives, centrifugal pumps, air compressors, rock drills, shaft hoists, boom hoists, clam shell diggers, concrete mixers, rock crushers, conveyor belts, screens and incline hoists.

The electrical energy for these motors is obtained from Curtis steam turbine generators, from developed water power plants and from nearby power houses.

It can be fastened to the walls or ceiling, beneath the floor or mounted directly beneath the machine itself. The power is always ready for work and the motor always ready to do its work without the aid of fire, coal, water or engineers. The electric power can be taken anywhere over a small wire and with absolute safety. There is no noise, no dirt, no smoke, no buying of coal and hiring a fireman and engineers. The largest industries as well as the smallest are now electrified. The jeweler runs his tiny lathe by electric power and the giant steel mills are also utilizing electricity to turn the great rolling mills and to drive the other powerful machinery.

—Southwestern Electrician.

ORGANIZATION COMPLETE.

Telephone Operators' Sub-Local of Boston Electrical Workers' Union 103 is the official title of the new organization of those so employed in Greater Boston.

Last night the organization was instituted under its official designation by Peter F. Lenihan, general organizer of the A. F. of L. Brotherhood of Electrical Workers' Unions, and Pres James Nichols of union 103, assisted by Miss Mabel Gillespie, secretary of the Boston Women's Trade Union League.

There were three meetings of the new union yesterday, morning, afternoon and evening, and at the conclusion of the night meeting the union had 386 members. Permanent officers were elected. It was decided, however, not to make the list public at this time.

The morning and afternoon meetings were held at the Women's Trade Union League at 7 Warrenton street and it had been intended to hold the evening session at that place also. But at 8 o'clock the crowd was so dense that it was decided the meeting must adjourn to the Wells Memorial Building.

The largest hall in the building was engaged by the telephone and the nearly 300 girls who had put in an appearance marched practically as a body up to that hall, laughing and chatting and seemingly enjoying the attention they at-

ELECTRICAL WORKERS 526 CHANGE AFFILIATIONS.

(Fresno Labor News, March 20, 1912.)

At a special call meeting of the Electrical Workers' Union No. 526 (inside men) held last Tuesday night, they voted unanimous to change their international affiliations. There were present at the

meeting nineteen of their members out of a possible twenty-six, three being out of the city, two sick and one absent. Local No. 526 has heretofore been sailing under the banner of the Reid-Murphy International faction, and their decisive vote to change affiliations to the Collins-McNulty International as recognized by the American Federation of Labor came as a result of the court decision just rendered.

Olaf Tveitmoe, secretary-treasurer of the State Building Trades Council, is in receipt of a telegram from Cleveland stating that the famous Gelb suit, between the two factions of the International Brotherhood of Electrical Workers, has been decided in favor of the McNulty-Collins faction, and which is affiliated with the American Federation of Labor. The suit has been pending in the courts for more than three years, and has been the cause of a bitter strife between the two factions of the International Brotherhood of Electrical Workers. When the Murphy-Reid faction withdrew from the recognized international there was something over \$80,000 in the treasury of the I. B. E. W. Union. Both factions claimed the money, which was deposited in the banks. A court injunction was issued restraining both factions from drawing on this fund pending the outcome of the Gelb suit, which was instituted to see which faction should have the money. The decision rendered is a complete victory for the recognized International Brotherhood of Electrical Workers, and may result in bringing about an amalgamation of the two warring factions.

A WONDERFUL TELEPHONE.

A merchant had an instrument fitted between his house and his office, and shortly after it was finished a friend called on a matter of business, and the merchant showed his telephone to him. On leaving, the visitor detected a strong smell of steak and onions issuing from the kitchen, and on his way to the city he planned a wicked little scheme, which he told to a few congenial spirits upon 'Change.

Within the next half hour the merchant was summoned to the telephone by six different people, and each one of them ended his or her message with a wish that the steak and onions would be all right.

The following week the merchant, meeting a few of his friends, told them of the wonders of his new telephone. "Not only can we hear each other speak" said he, "but last Friday my friends could smell the dinner cooking!"

Elementary Lessons in Electricity and Magnetism

LESSON II.—ELECTROSCOPES.

11. Simple Electroscopes.—An instrument for detecting whether a body is electrified or not, and whether the electrification is positive or negative, is termed an **Electroscope**. The feather which was attracted or repelled, and the two pith balls which flew apart, as we found in Lesson I, are in reality simple electroscopes. There are, however, a number of pieces of apparatus better adapted for this particular purpose, some of which we will describe.

12. Straw-Needle Electroscope.—The earliest electroscope was that devised by Dr. Gilbert, and shown in Fig. 6, which consists of a stiff straw balanced lightly

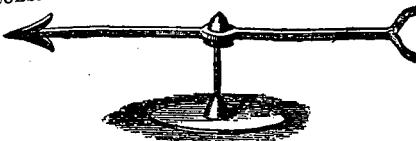


Fig. 6.

upon a sharp point. A thin strip of brass or wood, or even a goose quill, balanced upon a sewing needle, will serve equally well. When an electrified body is held near the electroscope it is attracted and turned round, and will thus indicate the presence of quantities of electricity far too small to attract bits of paper from a table.

13. Gold-Leaf Electroscope.—A still more sensitive instrument is the **Gold-Leaf Electroscope** invented by Bennet, and shown in Fig. 7. We have seen how two pith-balls when similarly electrified repel one another and stand apart, the force of gravity being partly overcome by the force of the electric repulsion. A

couple of narrow strips of the thinnest tissue paper, hung upon a support, will behave similarly when electrified. But the best results are obtained with two strips of gold-leaf, which, being excessively thin, is much lighter than the thinnest paper. The **Gold-Leaf Electroscope** is conveniently made by suspending the two leaves within a wide-mouthed glass jar, which both serves to protect them from draughts of air and to support them from contact with the ground. Through the cork, which should be varnished with shellac or with paraffin wax, is pushed a bit of glass tube, also varnished. Through this passes a stiff brass wire, the lower end of which is bent at a right angle to receive the two strips of gold-leaf, while the upper supports a flat plate of metal, or may be furnished with a brass knob. When kept dry and free from dust it will indicate excessively small quantities of electricity. A rubbed glass rod, even while two or three feet from the instrument, will cause the leaves to repel one another. The chips produced by sharpening a pencil, falling on the electroscope top, are seen to be electrified. If the knob be even brushed with a small camel's hair brush, the slight friction produces a perceptible effect. With this instrument all kinds of friction can be shown to produce electrification. Let a person, standing upon an insulating support,—such as a stool with glass legs, or a board supported on four glass tumblers,—be briskly struck with a silk handkerchief, or with a fox's tail, or even brushed with a clothes brush, he will be electrified, as will be indicated by the electroscope if he place one hand on the knob at the top of it. The **Gold-Leaf Electroscope** can further be used to indicate the kind of electricity on an excited body. Thus, suppose we rubbed a piece of brown paper with a piece of indiarubber and desired to find out whether the electrification excited on the paper was $+$ or $-$, we should proceed as follows:—First charge the gold leaves of the electroscope by touching the knob with a glass rod rubbed on silk. The leaves diverge, being electrified with $+$ electrification. When they are thus charged the approach of a body which is positively electrified will cause them to diverge still more widely; while, on the approach of one negatively electrified, they will tend to close together. If now

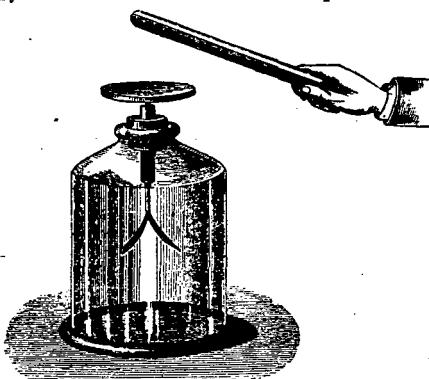


Fig. 7.

the brown paper be brought near the electroscope, the leaves will be seen to diverge more, proving the electrification of the paper to be of the same kind as that with which the electroscope is charged, or positive.

The Gold-Leaf Electroscope will also indicate roughly the amount of electricity on a body placed in contact with it, for the gold leaves open out more widely when the quantity of electricity thus imparted to them is greater. For exact measurement, however, of the amounts of electricity thus present, recourse must be had to the instruments known as Electrometers, described in Lesson XXI.

In another form of electroscope (Bohnenberger's) a single gold leaf is used, and is suspended between two metallic plates, one of which can be positively, the other negatively electrified, by placing them in communication with the poles of a "dry pile" (Art. 182). If the gold leaf be charged positively or negatively it will be attracted to one side and repelled from the other, according to the law of attraction and repulsion mentioned in Art. 4.

14. *Henley's Quadrant Electroscope*.—The Quadrant Electroscope is sometimes employed as an indicator for large

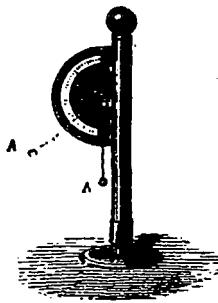


Fig. 8.

charges of electricity. It consists of a pith ball at the end of a light arm fixed on a pivot to an upright. When the whole is electrified the pith-ball is repelled from the upright and flies out at an angle, indicated on a graduated scale or quadrant behind it. Its usual form is shown in Fig. 8. This little *electro- scope*, which is seldom used except to show whether an electric machine or a Leyden battery is charged, must on no account be confused with the delicate "Quadrant Electrometer" described in Lesson XXI., whose object is to *measure* very small charges of electricity—not to *indicate* large ones.

15. *The Torsion Balance*.—Although more properly an *Electrometer* than a mere *Electro- scope*, it will be most con-

venient to describe here the instrument known as the *Torsion Balance*. (Fig. 9.)

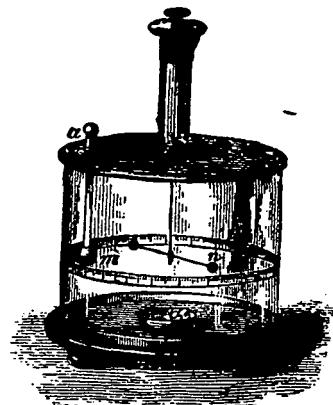


Fig. 9.

This instrument serves to measure the force of the repulsion between two similarly electrified bodies, by balancing the force of this repulsion against the force exerted by a fine wire in untwisting itself after it has been twisted. The torsion balance consists of a light arm or lever of shellac suspended within a cylindrical glass case by means of a fine silver wire. At one end this lever is furnished with a gilt pith-ball, *n*. The upper end of the silver wire is fastened to a brass top, upon which a circle, divided into degrees, is cut. This top can be turned round in the tube which supports it, and is known as the torsion-head. Through an aperture in the cover there can be introduced a second gilt pith-ball *m*, fixed to the end of a vertical glass rod *a*. Round the glass case, at the level of the pith-balls, a circle is drawn, and divided also into degrees.

In using the torsion balance to measure the amount of a charge of electricity, the following method is adopted:—First, the torsion-head is turned round until the two pith-balls *m* and *n* just touch one another. Then the glass rod *a* is taken out, and the charge of electricity to be measured is imparted to the ball *m*, which is then replaced in the balance. As soon as *m* and *n* touch one another, part of the charge passes from *m* to *n*, and they repel one another because they are then similarly electrified. The ball *n*, therefore, is driven round and twists the wire up to a certain extent. The force of repulsion becomes less and less as *n* gets farther and farther from *m*; but the force of the twist gets greater and greater the more the wire is twisted. Hence these two forces will balance one another when the balls are separated by a certain distance, and it is clear that a large charge of electricity will

repel the ball n with a greater force than a lesser charge would. The distance through which the ball is repelled is read off not in inches but in angular degrees of the scale. When a wire is twisted, the force with which it tends to untwist is precisely proportional to the amount of the twist. The force required to twist the wire ten degrees is just ten times as great as the force required to twist it one degree. In other words, the force of torsion is proportional to the angle of torsion. The angular distance between the two balls is, when they are not very widely separated, very nearly proportional to the actual straight distance between them, and represents the force exerted between electrified balls at that distance apart. The student must, however, carefully distinguish between the measurement of the force and the measurement of the actual quantity of electricity with which the instrument is charged. For the force exerted between the electrified balls will vary at different distances according to a particular law known as the "law of inverse squares," which requires to be carefully explained.

16. *The Law of Inverse Squares.*—Coulomb proved, by means of the Torsion Balance, that the force exerted between two small electrified bodies varies inversely as the square of the distance between them when the distance is varied. Thus, suppose two electrified bodies one inch apart repel one another with a certain force, at a distance of two inches the force will be found to be only one quarter as great as the force at one inch; and at ten inches it will be only $1/100$ th part as great as at one inch. This law is proved by the following experiment with the torsion balance. The two scales were adjusted to 0° , and a certain charge was then imparted to the balls. The ball n was repelled round to a distance of 36° . The twist on the wire between its upper and lower ends was also 36° , or the force of the repulsion was thirty-six times as great as the force required to twist the wire by 1° . The torsion-head was now turned round so as to twist the thread at the top and force the ball n nearer to m , and was turned round until the distance between n and m was halved. To bring down this distance from 36° to 18° , it was found needful to twist the torsion-head through 126° . The total twist between the upper and lower ends of the wire was now $126^\circ + 18^\circ$, or 144° ; and the force was 144 times as great as that force which would twist the wire 1° . But 144 is four times as great as 36; hence we see that while the distance had been reduced to one half, the force between the balls had become four times

as great. Had we reduced the distance to one quarter, or 9° , the total torsion would have been found to be 576° , or sixteen times as great; proving the force to vary inversely as the square of the distance.

In practice it requires great experience and skill to obtain results as exact as this, for there are many sources of inaccuracy in the instrument. The balls must be very small, in proportion to the distances between them. The charges of electricity on the balls are found, moreover, to become gradually less and less, as if the electricity leaked away into the air. This loss is less if the apparatus be quite dry. It is therefore usual to dry the interior by placing inside the case a cup containing either chloride of calcium, or pumice stone soaked with strong sulphuric acid, to absorb the moisture.

Before leaving the subject of electric forces, it may be well to mention that the force of attraction between two oppositely electrified bodies varies also inversely as the square of the distance between them. And in every case, whether of attraction or repulsion, the force at any given distance is proportional to the product of the two quantities of electricity on the bodies. Thus, if we had separately given a charge of 2 to the ball m and a charge of 3 to the ball n , the force between them will be $3 \times 2 = 6$ times as great as if each had had a charge of 1 given to it.

17. *Unit quantity of Electricity.*—In consequence of these laws of attraction and repulsion, it is found most convenient to adopt the following definition for that quantity of electricity which we take for a unit or standard by which to measure other quantities of electricity. *One Unit of Electricity is that quantity which, when placed at a distance of one centimetre in air from a similar and equal quantity, repels it with a force of one dyne.* Further information about the measurement of electrical quantities is given in Lessons XX. and XXI.

Among the orders recently received by the General Electric Company, Schenectady, N. Y., for lighting apparatus, the Meriden Light & Railway Company, Meriden, Miss., have contracted for one 2500-kilovoltampere turbo generator, one 35-kilowatt turbo generator and switchboard equipment; the Edison Electric Illuminating Company, Brooklyn, N. Y., for one 6000-kilovoltampere turbo generator, one 250-kilowatt two-unit three-bearing generator set, two 75-kilowatt three-unit booster sets, nine 90-kilowatt balancer sets and switchboard equipment.

Local Union Directory



This Directory is compiled from the quarterly reports furnished by local secretaries. If your local is not properly classified, it is because no report, or an imperfect one, has been furnished. Local secretaries should promptly report any changes.

Locals are composed of branches of the trade, as per the following signs:

- (a) Mixed.
- (b) Linemen.
- (c) Inside.
- (d) Trimmers.
- (e) Cranemen.
- (f) Cable Splicers.
- (g) Switch-board Men.
- (h) Shopmen.

- (i) Fixture Hangers.

(c) No. 1, St. Louis, Mo.—Meets Friday night at 2801 Franklin avenue. President, J. M. Thompson, 2801 Franklin avenue; Vice-President J. B. Price; Financial Secretary, W. S. Peebles, 2801 Franklin avenue; Recording Secretary, W. B. Smith, 4339 Itaska street; Treasurer, James McGinn.

(c) No. 5, Pittsburgh, Pa.—Meets every Thursday night at Union Labor Temple, Washington and Webster ave. President, J. R. Williams, 1307 Ivanhoe street; Vice-President, Chas. Gibson, Union Labor Temple; Financial Secretary, H. McDougal, 178 Ridener avenue, West, Pittsburgh, Pa.; Recording Secretary, W. A. Hillgrove, Union Labor Temple; Treasurer, Jas. E. Brown, 3459 Ward street.

(c) No. 6, San Francisco, Calif.—Meets Building Trades Temple, 200 Guerrero street. President, Geo. M. Fisk, 2417 Folsom street; Vice President, R. G. Alexander, 3940 Army street; Financial Secretary, P. A. Clifford, 80 Sycamore street; Recording Secretary, E. McKenzie, 1475 48th avenue; Treasurer, W. H. Urney, 469 14th street.

(b) No. 9, Chicago, Ill.—Meets Friday night at Musicians' Hall, 175 Washington street. President, James Slattery, 2431 Monroe street; Financial Secretary, J. W. Yount, 234 N. Clark street; Recording Secretary, A. M. Parish, 2516 Monroe street; Treasurer, James Sharp, 153 S. Western avenue.

(a) No. 12, Pueblo, Colo.—President, W. Nelson, Box 70; Vice-President, T. C. Burford, Box 70; Financial Secretary, L. C. Klinger, Box 70; Recording Secretary, R. O. Osborn, Box 70; Treasurer, J. F. Campbell, Box 70.

No. 20, New York, N. Y.—Meets every Monday night at 8 p. m. at 200 East 45th street. President, T. E. McCoy, 163 India street, Brooklyn; Financial Secretary, W. G. Thorsen, 605 East 138th street, New York City; Recording Secretary, P. L. Reeves, 471 Chauncey street, Brooklyn; Treasurer, J. C. Fischer, 2322 Linden avenue, Flatbush, Brooklyn.

(c) No. 22, Omaha, Neb.—Meets every Wednesday—not holding meetings at present—at Labor Temple, 1312 Douglas street. President, W. S. Donaldson, General Delivery, Lincoln, Neb.; Vice-President, Henry Miller, 2821 No. 24th street; Financial Secretary, J. Gibb, 2578 Harney street; Recording Secretary, Oscar Wm. Peterson, 2501 South 20th avenue; Treasurer, Geo. Otenburger, 927 South 24th street.

(a) No. 23, St. Paul, Minn.—Meets first and third Mondays of every month at Federation Hall 3rd and Wabasha streets. President, J. F. Rice, 64 East 11th street; Vice President, A. J. Flaherty, 236 Norris street; Financial Secretary, R. W. Holmes, 350 West University avenue; Recording Secretary, Wm. F. Schoeneman, 1111 Goff avenue West, St. Paul Minn.; Treasurer, N. Conoreya, 116 West Cook street.

(b) No. 24, Minneapolis, Minn.—Meets second and fourth Tuesdays at Richmond Hall, 3rd avenue South and Fifth street. President, Harry Burton, 2933 42d avenue, south; Financial Secretary, Andy Peterson, 700 Erie street,

southeast; Recording Secretary, E. O. Smith, 3029 43d avenue, south; Treasurer—A. M. Aune, 4210 32d avenue, south.

(a) No. 34, Peoria, Ill.—Meets every second and fourth Tuesday of each month at 123 South Adams street. President, Geo. W. Akers, 1803 Lincoln avenue; Vice-President, John Holligan, 1802 Willman street; Financial Secretary, Fred E. Klenke, 520 Russell street; Recording Secretary, W. W. Wade, 205 Knoxville avenue; Treasurer, Ben Priddy, 208 South Jefferson.

No. 38, Cleveland, Ohio.—President R. C. Scalfi, 414 Superior building; Vice-President, W. Kavanaugh, 414 Superior building; Financial Secretary, H. McManigal, 414 Superior building; Recording Secretary, J. W. Hart, 414 Superior building; Treasurer, A. D. Shilland.

(c) No. 41, Buffalo, N. Y.—Meets Tuesday night at 270 Broadway street. President, A. J. Woods, 425 Fulton street; Vice President, John Butler, 164 Thompson street; Financial Secretary, G. C. King, 179 Waverly street; Recording Secretary, Mont Getz, 209 Seneca street.

(d) No. 49, Chicago, Ill.—Meets first and third Tuesday each month at 63 West Randolph street, Chicago, Ill. President, Wm. F. Trader, 1930 North 44th Court; Vice President, Daniel Cahill, 115 East Chestnut street; Financial Secretary, Conrad Cornell, 3543 North 64th Court; Recording Secretary, Charles Kimmer, 1222 Division Parkway; Treasurer, Geo. Fahey, 2108 Jackson Place.

No. 50, Belleville, Ill.—Financial Secretary—L. Atwood, 116 West Main street.

No. 52, Newark, New Jersey.—Meets every second and fourth Fridays of each month at 85 Market street. President, Arthur Thomas, 43 Portland Place, Montclair, N. J.; Financial Secretary, Edmund Beatty, 304 South 9th street, Newark, N. J.; Recording Secretary, H. P. O'Hagan, 16 West End avenue, Newark, N. J.; Treasurer, Fred Rosseter, 27 Florence avenue, Irvington, N. J.

(a) No. 61, Los Angeles, Cal.—Meets every Tuesday of each month at 538 Maple avenue. President, B. Workman, 537 Gordon avenue, Hollywood; Financial Secretary, L. E. Mullins, 406 East 42nd street; Recording Secretary, J. S. Reif, 1340 West 46th street; Treasurer, W. F. Moore, 2715 Michigan avenue.

No. 64, Youngstown, Ohio.—President, H. M. Vetter, 200 West Myrtle avenue; Financial Secretary, L. Higley, R. R. No. 1, Girard, Ohio; Recording Secretary, Earl Bergman, 523' Crossman avenue.

(c) No. 68, Denver, Colo.—Meets each Monday night at Room 40, King Blk, 1627 Lawrence street; President, W. J. Hockett, 407 21st street; Vice President, C. B. Noxan, 2441 West 28th avenue; Financial Secretary, C. F. Oliver, 3012 Marion street, box 614; Recording Secretary, C. A. Bristow, 749 South Clarkson; Treasurer, R. H. Homil, 3882 Zenobia street.

No. 69, Dallas, Tex.—President, W. P. Anderson, 1509 Bryan street; Financial Secretary, Oscar Schon, 1508 Annex avenue; Recording Secretary, R. Lash, Box 292; Treasurer, L. B. Irwin, Gen. Del.

No. 78, Atlanta, Ga.—Recording Secretary, Geo. McKee, 14 Auburn avenue.

(a) No. 80, Norfolk, Virginia.—Meets every Wednesday night at I. O. O. F. Hall, Church street. President, M. B. Holmes, 512 Fourth avenue, Portsmouth, Va.; Vice President, F. Howard, 913 West Boissevain avenue, Norfolk, Va.; Financial Secretary, T. J. Gates, 123 North Maltby avenue, Norfolk, Va.; Recording Secretary, H. J. Kraemer, 510 Fourth avenue, Portsmouth, Va.; Treasurer, R. A. Smith, Armistead Bridge Road, Norfolk, Va.

No. 82, Pittsfield, Mass.—Meets every Saturday afternoon.

(h) No. 85, Schenectady, N. Y.—Meets third Friday in month at 240 State street. President, W. A. Weisgauer, 130 N. Ferry street; Vice-President, W. B. Wilkie, Bellevue, Schenectady; Financial Secretary, C. V. Platto, 130 Front street; Recording Secretary, F. Schunick, 43 Robinson street, Schenectady; Treasurer, A. J. Lonusbury, 1020 Franklin avenue, Schenectady.

(c) No. 86, Rochester, N. Y.—President, J. Keefe, 3 Martin street; Financial Secretary, J. H. Walls, 19 Howell avenue; Recording Secretary, M. Farrell, 659 North street; Treasurer, E. Pitt, 125 Blose street.

(a) No. 96, Worcester, Mass.—Meets second and fourth Mondays at 419 Main street in Electrical Workers' Hall, E. B. 1st and 3rd. President, George H. Miller, P. O. Box 485, Worcester, Mass.; 1st Vice-President, A. F. White, 155 Lincoln street; 2d Vice-President, George Evans, 4 Grafton street place; Financial Secretary, Harrie S. Goodwin, 93 Cutler street; Recording Secretary, Thomas L. Carney, 4 McCormick court; Treasurer, Samuel A. Strout, 419 Main street.

(c) No. 98, Philadelphia, Pa.—Meets Tuesday in Lewer's Hall, 9th street and Spring Garden. President, James B. Sturgeon, 229 S. 17th street; Vice-President, Geo. Daniels; Financial Secretary, John I. Burrows, 2822 Mercer street; Recording Secretary, Arthur Laird, 2507 W. Corless street; Treasurer, Frank P. Turner, 2345 S. Carlisle street.

No. 100, Fresno, Cal.—President, T. C. Vickers, box 309; Vice-President, F. S. Thomas, box 309; Financial Secretary, Geo. Glass, box 309; Recording Secretary, R. Greenwood, box 309; Treasurer, H. Courtright, box 309.

(c) No. 102, Paterson, New Jersey—Meets every Thursday night in Labor Institute building, 359 Van Houten street. President, John M. Webster, 785 East 18th street; Vice-President, John E. O'Connor, 626 East 23rd street; Financial Secretary, Alva Bennett, 552 Lexington avenue, Clifton; Recording Secretary, Robert Sigler, 115 Fair street; William H. Cross, 162 Lakeview avenue, Clifton.

(c) No. 103, Boston, Mass.—Meets Wednesday nights at Wells' Memorial at 987 Washington street. President, Jas. Nichols, 1 Overlook avenue, Revere; Vice-President, J. M. Ralph, Hotel Waterston, Bullfinch street; Financial Secretary, F. L. Kelly, 211 M street, South Boston; Recording Secretary, E. L. Dennis, 65 Wellington Road, Dorchester; Treasurer, Theo Gould, 17 Wigglesworth street, Rox.

(b) No. 104, Boston, Mass.—Meets Wednesday at 987 Washington street, Boston. President, M. Birmingham, 2 Wighton street, Brighton; Vice-President, B. M. Dionne, 307 Webster avenue, Cambridge; Financial Secretary, J. M. McEwan, 985 Wash. street, Dorchester; Recording Secretary, Wm. Warren, 991 Watertown street, West Newton; Treasurer, W. D. Hubbard, 19 Temple street, Boston.

Sub. 104, Boston, Mass.—President, Annie E. Malloy, 101 Cooper street, E. Boston, Mass.; Financial Secretary, Gertrude E. Devine, 50 Mt. Vernon street, Dorchester, Mass.

(a) No. 108, Tampa, Fla.—Meets Friday night in Engineers' Hall, Franklin and Harrison streets. President, R. E. Andrews, P. O. Box 610; Financial Secretary, B. Gulley, box 610; Recording Secretary, F. C. Owens, Pen Tel. Co.; Treasurer, B. W. Gulley, box 610.

(i) No. 115, Cleveland, Ohio—Meets every Friday at Bldg. Trades Council Hall, 310 Prospect street. President, John MacRae, 310 Prospect street, Cleveland, Ohio; Vice-President, Guy Burges, 310 Prospect street, Cleveland, Ohio; Financial Secretary, Lewis J. Glahn, 310 Prospect street, Cleveland, Ohio; Recording Secretary, Roy R. Gair, 310 Prospect street, Cleveland, Ohio; Treasurer, John Prout, 310 Prospect street, Cleveland, Ohio.

No. 116, Ft. Worth, Texas.—Financial Secretary, H. S. Broiles, 1901 6th avenue.

(a) No. 117, Elgin, Ill.—Meets first and third Thursday nights in Trades Council Hall, 168 Chicago street. President, L. B. Corsor, 565 Walnut avenue; Vice-President, G. E. Powell, Illinois Park, R. R. No. 3; Financial Secretary, W. A. Stevenson, 721 Center street; Recording Secretary, G. W. Hilton, 252 Orange street; Treasurer, A. B. Adams, 273 S. Channing street.

No. 119, Rochester, N. Y.—Financial Secretary, Geo. Leckinger, 432 Avenue A.

(c) No. 124, Kansas City, Mo.—Meets Tuesday night in Labor Temple, 1402 Woodland avenue. President, A. J. Winnie, 3420 Thompson avenue; Financial Secretary, C. F. Drolinger, Labor Temple, 1402 Woodland avenue; Recording Secretary, E. B. Peele, 1315 Bales avenue; Treasurer, R. B. Smith, 4440 Fairmont street.

(c) No. 134, Chicago, Ill.—Meets Thursday night at 500 South State street. President, Dan F. Cleary, 500 South State street; Vice-President, Marshal Paulsen, 500 South State street; Financial Secretary, R. A. Shields, 500 South State street; Recording Secretary, G. A. Johnson, 500 South State street; Treasurer, A. A. Hall, 500 South State street.

(a) No. 135, LaCrosse, Wis.—Meets first and third Tuesday nights in Egal Hall at 417 Jay street. President, Theo E. Strauss, 526 North 9th street; Vice-President, F. Wiggert, 613 North 9th street; Financial Secretary, A. G. Buchman, 1020 Jackson street; Recording Secretary, Aug. Frenear, 1247 LaCrosse street; Treasurer, H. Seiler, 227 Winnebago street.

(c) No. 136, Birmingham, Ala.—Meets every Friday night over Stag saloon, 2007½ 3rd avenue. President, W. C. Slaughter, box 205, Birmingham, Ala.; Vice-President, J. G. Caldwell, box 205 Birmingham, Ala.; Financial Secretary, A. J. Taunton, 8341 Underwood avenue, East Lake; Recording Secretary, F. C. Powell, box 205, Birmingham, Ala.; Treasurer, A. H. Hunt, box 205 Birmingham, Ala.

(a) No. 140, Schenectady, N. Y.—Meets first and third Wednesday, 8 p. m. in I. B. E. W. Hall at 246 State street. President, Grove Armin, 328 Germania avenue; Financial Secretary, J. B. Welch, 902 Duane avenue; Recording Secretary, Chas. Condon, 14 Raymond street; Treasurer, F. B. Coe, 629 State street.

(c) No. 141, Wheeling, W. Va.—Meets Friday night at Waldford Building, Market street. President, W. B. Brooks, Bellaire, Ohio; Vice-President, A. L. Sarver, North Market street, Wheeling, W. Va.; Financial Secretary, Wm. G. Lynn, 103 N. Huron street, Wheeling, W. Va.; Recording Secretary, L. E. Feldman, Martin's Ferry, Ohio; Treasurer, H. E. Kraeuter, Indiana avenue, Wheeling, W. Va.

(a) No. 149, Aurora, Ill.—Meets second and fourth Tuesday in Trades Assembly Hall, on the Island. President, Norbert Berve, 283 Woodlawn avenue; Vice-President, C. Townsend, 69 S. Lincoln avenue; Financial Secretary, J. L. Quirin, 508 Ogden avenue; Recording Secretary, R. J. Gilmore, 470 Main street; Treasurer, Nick Wilnis, 510 Claim street.

(c) No. 164, Jersey City, N. J.—Meets Friday night at 464 Hoboken avenue. President, E. N. Fraleigh, 27 Virginia avenue, J. C.; Vice-President, H. Feibel, 522 Blum street, Union Hill; Financial Secretary, M. Driscoll, 521 Jersey Ave., J. C.; Recording Secretary, Geo. Knoop, 151 Hopkins avenue, J. C.; Treasurer, E. Cook, 7A Palisade avenue, West Hoboken.

No. 168, Springfield, Ill.—Financial Secretary, L. Delehanty, box 55, Elkhart, Ill.

(a) No. 177, Jacksonville, Florida.—Meets every Friday night at Labor Temple, Bay & Liberty streets. President, Wm. Norton, West Union street; Vice-President, W. E. Latta, 421 Main street; Financial Secretary, S. B. Kitchen, 18 East Adams street; Recording Secretary, J. L. Beverly, 18 East Adams street; Treasurer, D. C. Maxwell, 421 Main street.

(a) No. 184, Galesburg, Ill.—Meets first and third Wednesday at Trades Assembly, East Main

street. President, Thos. Snopp, 368 South Whitesboro street; Financial Secretary, Geo. Springer, 247 East Ferris street; Recording Secretary, Ed Element, 385 South Day street.

(a) No. 187, Oshkosh, Wis.—Meets first and third Tuesday at Trades & Labor Hall, Main street. President, Ray Evanson, 17 Oxford street; Vice-President, Emil Prong, 58 Car street; Financial Secretary, Patrick Joy, 56 Wis avenue; Recording Secretary, Hugh Grey, 434 Bowen street; Treasurer, Frank Meyers, 39 School street.

(a) No. 189, Quincy, Mass.—Meets first Monday in every month at Johnson Bldg., room 24, Hancock street. President, Chas. W. Hanscom, 124 Upland Road, Quincy, Mass.; Vice President, William VonCollen, Billings Road Quincy, Mass.; Financial Secretary, Frank Lints, 194 Washington street; Recording Secretary, Theodore S. Andrews, 153 Whitwell street, Quincy, Mass.; Treasurer, John E. Lynch, 40 Upland Road, Quincy Mass.

(h) No. 190, Newark, N. J.—Meets first and third Thursdays of the month at Grodel Bldg., 280 Plane street. President, Thomas Portch, 62 Hamburg Place; Vice-President, Herman Graf, 322 14th avenue; Financial Secretary, F. A. Conery, 13 Monmouth street; Recording Secretary, Wm. Varley, 261 Clifton avenue; Treasurer, M. C. Wright, 1011 Broad street.

(c) No. 212, Cincinnati, O.—Meets every Wednesday night at 1313 Vine street. President, John McCaffron, 1313 Vine street; Vice President, Harry Richter, 1313 Vine street; Financial Secretary, Arthur Liebwood, 14 Mitchell Place; Recording Secretary, Ernst Simonson, 1313 Vine street; Treasurer, Al. Behrman, 1313 Vine street.

(a) No. 233, Colorado Springs, Colo.—Meets Thursday night at A. O. H. hall, South Tejon street. President, Frank Manley, 130 East Huerfano; Vice President, Mr. Craighead, 322 East St. Vrain; Financial Secretary, D. J. Elkins, 518 North Spruce street; Recording Secretary, T. P. Hendrickson, 323 South Cascade. Treasurer, J. W. Smith, care Elks club.

(a) No. 238, Asheville, N. C.—Meets first and third Tuesday night each month at C. L. U. Hall, Patton avenue. President, D. H. Waters, Florence Hotel, Asheville, N. C.; Vice President, D. M. Clarke, box 614 Asheville, N. C.; Financial Secretary, C. R. Cook, 57 Church street, Asheville, N. C.; Recording Secretary, H. T. Hatley, 58 Patton avenue, Asheville, N. C.; Treasurer, C. R. Cook, 57 Church street, Asheville, N. C.

(h) No. 247, Schenectady, N. Y.—Meets first and third Thursday night of each month at 246 State street. President, M. J. Schuller, 474 Hulett street, Schenectady, N. Y.; Vice President, A. Tanguay, 135 3d street, Scotia, N. Y.; Financial Secretary, Jas. H. Cameron, 7 State street; Recording Secretary, Robert A. Jones, 1 Morrison Place, P. O. box 696; Treasurer, C. L. Hand, 35 Turner avenue.

Sub. 247, Schenectady, N. Y.—Meets second and fourth Monday of each month at Trades Union Hall, State street. President, Mrs. J. Kenrick, 157 Crane street, Schenectady, N. Y.; Vice President, Miss Ida Krueger, Sargent Place, Schenectady, N. Y.; Financial Secretary, Miss Tessie Wilson, shop 40, Gen. Elec. Works; Recording Secretary, Miss Leah Haley, 19 College street, Schenectady, N. Y.; Treasurer, Miss Anna Higgins, 158 Crane street, Schenectady, N. Y.

(c) No. 254, Schenectady, N. Y.—Meets fourth Tuesday night in each month at Electrical Workers' Hall, 247 State street. President, G. Smith, 710 Hamilton street; Vice President, I. Houck, 524 Hamilton street; Financial Secretary, Robt. J. Lyons, 913 Lincoln avenue; Recording Secretary, M. T. Northup, 611 South avenue; Treasurer, E. Seeley, 1507 Albany street.

(a) No. 255, Ashland, Wis.—Meets second Wednesday of every month at Pabst Hall, 2nd

street W. President, W. E. Mitchell, 510 Prentice avenue, East; Vice-President, Loy Hincklof, 613 Prentice avenue, East; Financial Secretary, Paul Halba, Jr., 602 Prentice avenue, East; Recording Secretary, S. J. Talaska, R. F. D. No. 1; Treasurer, Paul Hoba, Jr., 602 Prentice avenue, East.

(c) No. 259, Beverly, Mass.—Meets second and fourth Wednesday nights at Webber Blk., Cabot street. President, Ralph Porter, Lowett street, Beverly, Mass.; Vice President, Eugene Dawson, Cabot street, Beverly, Mass.; Financial Secretary, Jas. A. Robinson, 73 Highland avenue, Salem, Mass.; Recording Secretary, Charles McQueeney, Wenham, Mass.; Treasurer, William McQueeney, Wenham, Mass.

No. 262, Plainfield, N. J.—Financial Secretary, Chas. Ryder, 905 South 2d street.

(e) No. 267, Schenectady, N. Y.—Meets first and third Saturday nights of each month at 246 State street, Schenectady, N. Y. President, B. Cawley, 87 Eleventh street, Schenectady, N. Y.; Vice-President, W. J. Lindsey, 104 Broadway st., Schenectady, N. Y.; Financial Secretary, R. W. Hughes, 51 Perry street, Schenectady, N. Y.; Recording Secretary, H. E. Opdycke, 611 Lenox Road, Schenectady, N. Y.; Treasurer, Herbert DeGroat, 401 Francis avenue, Schenectady, N. Y.

(c) No. 268, Newport, R. I.—Meets first and third Thursday nights of each month at Thames street. President, W. Powers, 11 Kilburn Court; Financial Secretary, G. B. Reynolds, 32 West Newport avenue; Recording Secretary, F. C. Gurnett, 70 3d street; Treasurer, E. W. Gladding, 2 Coddington street.

(h) No. 270, New York, N. Y.—Meets first and third Tuesday at Beethoven Hall, 210 East 5th street. President, C. Paulson, 107 Stuben street, Brooklyn, N. Y.; Vice-President, J. Hoffman, 1018 East 156th street, New York City; Financial Secretary, F. Man, 999 Freeman street, Bronx, New York City; Recording Secretary, R. Goetchins, 504 11th street, Brooklyn, N. Y.; Treasurer, C. Greene, 40 Washington street, New Rochelle, N. Y.

(a) No. 277, Kingston, N. Y.—Meets second and fourth Thursdays at No. 10 Grand street. President, Jas. Morris, 144 Downs street; Financial Secretary, H. H. Buckbee, 10 Grand street; Recording Secretary, Roswell Coles, 76 Maiden Lane, Treasurer, Asa Budington, 31 Prince street.

(a) No. 282, Chicago, Ill.—Meets second and fourth Monday nights at 4351 South Halsted street. President, O. H. Lutman, 3118 Indiana avenue; Vice President, V. C. Vance, 6632 Stewart avenue; Financial Secretary, R. E. Diehl, 350 West 63d street; Recording Secretary, W. J. O'Leary, 5532 South Loomas street; Treasurer, H. C. Vance, 6632 Stewart avenue.

(c) No. 292, Minneapolis, Minn.—Meets second and fourth Monday at No. 16 5th street So. President, H. A. Gansmoe, 2426, 4th avenue, south; Vice-President, J. B. Lein, 202 North 7th street; Financial Secretary, E. M. Stanchfield, 419 10th street, south; Recording Secretary, F. E. Miller, 730 22d avenue, North; Treasurer, E. C. Quackenbush, 4133 Blaisdell avenue, Minneapolis, Minn.

No. 305, Ft. Wayne, Ind.—Financial Secretary, J. E. Arnold, 437 Greenlawn avenue.

(a) No. 306, Albuquerque, N. Mexico—Meets second and fourth Friday nights at 116½ West Central avenue. President, T. O. Drummond, 310 South Arno; Financial Secretary, Earl Gray, 1015 Williams avenue; Recording Secretary, Dan Dry, 308 South Broadway; Treasurer, J. Sena, 523 South First street.

(i) No. 319, Pittsburg, Penn.—Meets first and third Thursday nights at 411 Wood street, Pittsburg, Pa. President, Geo. E. Wheeler, No. 10 Freeland street; Vice-President, C. C. Freedman, 411 Wood street; Financial Secretary, J. F. Manley, 303 Lily avenue; Recording Secretary, J. J. Slomer, 225 Lothrop street; Treasurer, J. F. Manley, 303 Lily avenue.

(a) No. 328, Oswego, N. Y.—Meets first and third Friday nights at Labor Hall, West First street. President, Jno. S. Joyce, 26 West 3d street; Vice-President, E. C. Bough, 40 East Albany; Financial Secretary, Frank W. Gallagher, 79 East Eighth street; Recording Secretary, Fred Manner, 22 Varick street; Treasurer, Thos. Houlihan, East Bridge street.

No. 336, Dayton, Ohio.—Meets every Monday at Machinist Hall, 38 East 3rd street. President, Paul F. Salts, Germantown and Clifton avenue; Vice-President, Ray Smith, 101 Harrison avenue; Financial Secretary, H. J. Tobias, 22 Bradford street; Recording Secretary, Dean F. Bowlsar, 405 South Main street; Treasurer, H. J. Tobias, 22 Bradford street.

(c) No. 340, Sacramento, Cal.—Meets second and fourth Friday nights at Labor Temple, 8th and I streets. President, L. M. Clausen, 1421 25th street; Vice-President, E. G. Hearst, 1530 I street; Financial Secretary, E. N. Fish, 1416 12th street; Recording Secretary, R. H. Hunter, Bismarck Hotel; Treasurer, J. T. Weber, 2724 J street.

(a) No. 349, Miami, Fla.—First and third Tuesday nights at Central Union Hall, 8th and Ave. D. President, E. W. Quillen, care General Delivery; Vice-President, Roy Williams, 400 Ave. D; Financial Secretary, W. B. Abell, box 734; Recording Secretary, W. M. Frish, care General Delivery; Treasurer, W. M. Frish, care General Delivery.

No. 355, Pittsburgh, Pa.—Financial Secretary, Jos. Smith, 203½ Main street.

(a) No. 358, Perth Amboy, N. J.—Meets second and fourth Fridays at Union Hall, 146 Smith street. President, Norris M. Terwilliger, 86 Bayard street, New Brunswick, N. J.; Vice-President, Thos. Toolin, 212 Madison avenue; Financial Secretary, Edward Moran, Avenel, N. J.; Recording Secretary, Rudolph L. Schuck, 558 Ambroby avenue; Treasurer, John K. Flomertfelt, 50 Hazlewood avenue, Rahway, N. J.

(a) No. 361, Tonopah, Nev.—Meets second and fourth Fridays at Musicians' Hall, St. Patrick's street. President, M. M. Buckley, Box 293; Vice-President, G. H. White, Box 1012; Financial Secretary, M. S. Evans, Box 1012; Recording Secretary, Walter Ross, Box 908; Treasurer, G. H. White, Box 1012.

(C) No. 369, Louisville, Ky.—Meets every Friday night at Germania Hall, 107 West Jefferson street. President, Harry A. Signier, 1733 Frankfort avenue; Vice-President, Wm. J. Busam, Fontaine Ferry Park; Financial Secretary, Ernest L. Baxter, 2919 Montgomery avenue; Recording Secretary, G. E. Blakely, 2106 Wilson street; Treasurer, H. F. Kerweese, 200 East Gray.

No. 377, Lynn, Mass.—Meets second and fourth Monday nights at 76 Monroe street. President, David Duval, 54 Hamilton avenue; Vice-President, E. P. Dow, 281 Boston street; Financial Secretary, R. E. Roberts, 15 Aborn Place; Recording Secretary, John B. Pettipass, 15 Friend Street Place; Treasurer, Ralph Melzard, Swamps cott, Mass.

(i) No. 381, Chicago, Ill.—Meets second and fourth Wednesday of each month at 10 South Clark street. President, Frank Malley, 1655 Millard avenue; Vice-President, Theo. Bedgood, 1416 West Avers avenue; Financial Secretary, Walter F. Fitzgerald, 1144 West 15th street; Recording Secretary, C. M. Hall, 1941 Cornelia avenue; Treasurer, Wm. Rombach, 200 North California avenue.

(c) No. 384, Muskogee, Okla.—Meets every Tuesday night at room 201-2 Scales Bldg., South 2d street. President, G. S. Felt, 2005 Denison; Vice-President, I. B. Brown, 444 North Cherokee; Financial Secretary, W. O. Pitchford, Surety Bldg.; Recording Secretary, W. L. McClure, 1205 Dorchester; Treasurer, Clifford Anderson, City Hall.

(a) No. 388, Palestine, Tex.—Meets first Saturday night of each month over Royal National Hall, Spring street. President, O. T. Adams,

514 Casonica street; Financial Secretary, J. T. Brown, 15 Queen street; Recording Secretary, C. M. Parkhill, Louisiana street; Treasurer, C. F. Pittman, General Delivery.

(f) No. 396, Boston, Mass.—Meets first and third Wednesday nights at Wells' Memorial Hall, 987 Washington street. President, Arthur J. McCarron, 23 Wenham street, Forest Hills; Vice-President, Albert H. Nichols, 91 Bristol Road, West Somerville; Financial Secretary, Jos. E. Fitzgerald, 565 Freeport street, Dorchester, Mass.; Recording Secretary, George M. Loux, 209 West Canton street, Boston, Mass.; Treasurer, Jos. Miller, 12 Clark street, Somerville, Mass.

(a) No. 402, Port Chester, N. Y.—Meets second and fourth Wednesday nights at Remsen Bldg., 111 Adee street. President, Vincent Deyter, 15 Oak Ridge street, Greenwich, Conn.; Financial Secretary, Thos. Monahan, general delivery; Recording Secretary, Henry M. Ritch, Sherwood Place, Greenwich, Conn.

(i) No. 404, San Francisco, Cal.—Meets second and fourth Monday nights at Building Trades Temple, 14th and Guerrero. President, C. H. McConaughy, 145 Jersey street; Vice-President, J. W. McGrath, 414 Waller street; Financial Secretary, H. F. Zecher, 1908 Essex street, Berkley; Recording Secretary, J. P. Boyd, 115 A. Duboce avenue; Treasurer, H. Gardiner, 1232 33d avenue, Oakland, Cal.

No. 407, Marquette, Mich.—Meets last Monday in month at Labor Hall, Washington street. President, James Bullock, 221 Seymour avenue; Financial Secretary, C. H. Krieg, 443 West Bluff street; Recording Secretary, Bert Rule, North 3d street; Treasurer, C. H. Krieg, 443 West Bluff street.

(i) No. 419, New York, N. Y.—Meets first and third Friday nights at Comerford Hall, 301 8th avenue. President, J. P. Willets, 264 York street, Jersey City, N. J.; Vice-President, Geo. Graf, 55 Bleeker street, Brooklyn, N. Y.; Financial Secretary, J. S. Blaney, 31 Bank street, New York City; Recording Secretary, J. W. Smith, 1340 St. Marks avenue, Brooklyn, N. Y.; Treasurer, H. F. Cook, 217 Willis avenue Boro. Bronx, New York City.

(c) No. 427, Springfield, Ill.—Meets second and fourth Fridays at 106½ S. 6th street. President, A. L. Scott, 710 S. Spring street; Vice-President, J. L. Gleason, 830 S. Douglas avenue; Financial Secretary, Chas. A. Meador, 839 S. W. Grand avenue; Recording Secretary, Homer Herrin; Treasurer, T. C. Bishop, 107 W. Monroe street.

(a) No. 430, Racine, Wis.—Meets second and fourth Wednesdays in Hall Building, Main and 4th streets. President, George A. Baldwin, 630 Mead street; Vice-President, Ed Schenkenberg, 1239 Superior street; Financial Secretary, R. M. Hogbin, 623 Lake avenue; Recording Secretary, O. F. Rush, 1539 Quincy avenue; Treasurer, Nels J. Rasmussen, 2823 16th street.

No. 442, Schenectady, N. Y.—President, Jas. McCormack, 131 South Church street; Vice-President, Chas. Kaveney, 743 Nott street; Financial Secretary, K. Bruiniers, 809 Lincoln avenue; Recording Secretary, John Wickham, 129 Prospect street; Treasurer, Frank Morehouse, R. F. D. No. 7, Apiano.

(a) No. 444, Carlinville, Ill.—Meets first and third Tuesday at Federation Hall, South side square. President, J. K. Towey, Carlinville, Ill.; Vice-President, W. E. Bown, Carlinville, Ill.; Financial Secretary, H. Bowyer, Carlinville, Ill.; Recording Secretary, Chas. Fraser, Carlinville, Ill.; Treasurer, Robt. Percy, Carlinville, Ill.

(a) No. 470, Haverhill, Mass.—Meets second and fourth Mondays at present, in Federation Hall, 2 Gilman place. President, Wm. Bradley, 72 Merrimack street; Vice-President, F. L. Avilla 119 Webster street; Financial Secretary, R. A. Heath, 44 Enman street; Recording Secretary, A. C. Crowell, 278 Main street; Treasurer, L. W. Leavitt, 6 Peabody street.

No. 474, Memphis, Tenn.—Financial Secretary, C. D. Pierce, 1387 Florida street.

(c) No. 481, Indianapolis, Ind.—Meets each Wednesday night at 31 Old Board Trade, Kentucky and Maryland streets. President, W. L. Webster, 25 Old Board of Trade; Vice-President, Chas. Lutz, 25 Old Board of Trade; Financial Secretary, H. E. Courtot, 25 Old Board of Trade Bldg.; Recording Secretary, Ernest Nessler, Room 25 Old Board of Trade Bldg.; Treasurer, R. N. Harvey, 25 Old Board of Trade Bldg.

No. 494, Milwaukee, Wis.—Financial Secretary, P. Schroeder, 528 Chestnut street.

(a) No. 501, Yonkers, N. Y.—Meets first and third Friday of each month, executive board every Thursday at Wiggins Hall, North Broadway. President, William Parslow, Cliff street, Yonkers; Vice-President, Wm. Nolan, Carlisle Place, Yonkers; Financial Secretary, F. F. Crowley, 222 Buena Vista avenue, Yonkers; Recording Secretary, John E. Hillman, 136 Morningside avenue, Yonkers; Treasurer, C. F. McInerney, 129 Yonkers avenue, Yonkers.

(i) No. 503, Boston, Mass.—Meets second and fourth Mondays of month in Wells' Memorial Building, 987 Washington street. President, Francis Heedy, 5 Marion street, Charlestown; Vice-President, L. Fell, 40 Central avenue, Everett, Mass.; Financial Secretary, Frank Fell, 771 Somerville avenue, Somerville; Recording Secretary, Karle Miethke, Beacon Chambers, Boston; Treasurer, Jas. Harrigan, 612 Columbus avenue, Boston.

No. 506, Chicago Heights, Ill.—Meets first and third Monday nights at Trades and Labor Hall, Chicago Road. President, Walter Niblock, Vincennes avenue; Vice-President, Sam Patterson, East 23rd street; Financial Secretary, Thos. F. Ryan, 48 West 21st street; Recording Secretary, Otto Koehler, Euclid avenue; Treasurer, Frank Martin, Centre avenue.

(c) No. 526, Santa Cruz, Cal.—Meets first and third Wednesday of each month in Painters' Union Hall, 54½ Pacific avenue. President, H. W. Clark, Santa Cruz, Cal., Box 154; Vice-President, C. A. Hunt, Santa Cruz, 118 Rigg street; Financial Secretary, A. B. Kearney, Santa Cruz, 72 Plymouth street; Recording Secretary, F. L. Fitch, Santa Cruz, 236 Broadway; Treasurer, A. B. Kearney, 72 Plymouth street.

(a) No. 527, Galveston, Tex.—Meets second and fourth Friday nights each month, Cooks and Waiters' Hall, 31½ 23d street. President, H. J. Aymes, Roberts Flats, 22d and Church streets; Vice-President, John L. Hermann, 1512 20th street; Financial Secretary, G. A. Collier, 1414 16th street; Recording Secretary, J. F. Tax, 3628 Avenue O; Treasurer, Chris Olsen, 1527 Avenue C.

(a) No. 528, Milwaukee, Wis.—Meets second and fourth Friday nights each month at 318 State street, (third floor) Milwaukee, Wis. President, Paul H. Behne, 668 37th street, Milwaukee Wis.; Vice-President, Guy Phelps, 1310 Holton street; Financial Secretary, James Hagerman, 619 Linus street, Milwaukee, Wis.; Recording Secretary, Arnold Radtke, 851 67th avenue, West Allis, Wis.

(c) No. 534, New York, N. Y.—Meets every Thursday in Labor Temple, 247 East 84th street. President, Charles J. Reed, 227 E. 118th street; Vice-President, Joseph Lawler, 160 E. 115th street; Financial Secretary, William A. Hogan, 50 E. 59th street; Recording Secretary, Paul McNally, 600 E. 182d street; Treasurer, Eugene Roth, 511 E. 88th street.

(c) No. 536, Schenectady, N. Y.—Meets first and second Saturday nights at 246 State street. President, William Blanchard, 10 Odell street; Vice-President, A. Breck, 222 Van Vranken avenue; Financial Secretary, T. Rourke, 359 Carrie street, Schenectady, N. Y.; Recording Secretary, J. Reichtmyer, R. F. D. 6,

Albany Road, Schenectady, N. Y.; Treasurer, L. McIntosh, 340 Carrie street.

(i) No. 541, Minneapolis, Minn.—Meets second and fourth Tuesdays in each month in Federation Hall, 104 Washington avenue, south. President, H. H. Skeldon, 4808 28th avenue, south; Vice-President, Tom Ryan, care M. J. O'Neil; Financial Secretary, H. O. Koester, 4504 30th avenue, south; Recording Secretary, Grover Coyne, 928 Henepekin avenue; Treasurer, H. E. Gable, 3416 Stevens avenue, south.

(a) No. 565, Schenectady, N. Y.—Meets second Monday of each month at Donahue Building, State street. President, Joseph Gross, 106 6th avenue; Vice-President, Edward O'Rourke, Curtis House; Financial Secretary, Edwin H. Lester, 919 Campbell avenue; Treasurer, William P. Mooney, 6 Third street.

(h) No. Sub.-565, Schenectady, N. Y.—Meets every second Monday at 246 State street, Schenectady. President, Mac Smith, 917 Lincoln avenue, Schenectady; Vice President, Josephine Weldon, 35 Villa Road, Schenectady; Financial Secretary, Alice M. Wright, 717 Vale street, Schenectady; Treasurer, W. P. Mooney, No. 5 3rd street, Schenectady.

(c) No. 581, Morristown, N. J.—Meets first and third Monday of each month at Bell Building, Park Place. President, Joseph V. Collins, 127 Washington street; Vice-President, Edward Wright, 13 Phoenix avenue; Financial Secretary, J. H. Watson, Glenbrook Place, Morris Plains, N. J.; Recording Secretary, Clarence Smith, 4 Cherry street; Treasurer, J. H. Watson, Morris Plains, N. J.

(a) No. 588, Lowell, Mass.—Meets first and third Fridays in each month in Runel's Building, Merrimack Square. President, Lester G. Hall, N. Chelmsford, Mass.; Vice-President, Fred Fallon, N. Chelmsford; Financial Secretary, C. W. MacDonald, 63 Kirk street, Lowell; Recording Secretary, Joseph F. Hurley, 32 Second street; Treasurer, A. C. Robidoux, 782 Merrimack street.

(c) No. 591, Stockton, Cal.—Meets Monday night in B. T. C. Hall, 19 N. Hunter street. President, L. E. Hale, 545 W. Park street; Vice-President, C. J. Franke, 1209 E. Oak street; Financial Secretary, W. R. Gregory, 1017 S. Sutter; Recording Secretary, E. C. Thomas, 1337 E. Lindsay street; Treasurer, W. R. Gregory.

(i) No. 592, Kansas City, Mo.—Meets Thursday nights at Labor Temple, 1402 Woodland street. President, O. D. Buell, 3410 East 14th street; Financial Secretary, Hugh S. O'Neill, 2538 Summitt avenue; Recording Secretary, August J. Pfeitzing, Labor Temple, 1402 Woodland street; Treasurer, Hugh S. O'Neill, 2538 Summitt.

(c) No. 595, Oakland, Cal.—Meets Wednesday night at 305 14th street. President, Frank O. Lee, 925 73th avenue, Fitchburg, Calif.; Vice-President, C. R. Tinsley, 3408 Davis street, Fruitvale, Calif.; Financial Secretary, Geo. E. Manes, 1606 Bridge avenue, Fruitvale, Calif.; Recording Secretary, W. J. Parr, 3416 Davis street, Fruitvale, Calif.; Treasurer, A. L. Schaffer, 152 Shafter avenue, Oakland, Calif.

(a) No. 614, San Rafael, Calif.—Meets first Tuesday in each month in Building Trades Hall, B street. President, C. E. Kettlewell, 231 D street; Vice-President, E. Kappenman, 4th and C street; Financial Secretary, H. E. Smith, 233 D street; Recording Secretary, H. E. Jorgensen, 237 D street; Treasurer, H. E. Smith.

(c) No. 617, San Mateo, Cal.—Meets first and third Tuesday of each month at B. T. C. Hall, B. street. President, S. G. Goodhue, 222 Minnie street; Vice-President, Chas. Tunberg, 312 Highland avenue; Financial Secretary, H. Magee, 134 North C street; Recording Secretary, Chas. H. Morrison, 116 Griffith street; Treasurer, Chas. H. Morrison, 116 Griffith street.

No. 620, Sheboygan, Wis.—Meets first and third Wednesday of each month at Union Hall,

Center avenue. President, Harry Pepper, 923
North Fourth street; Financial Secretary, L.
Van der Bloemen, 734 Niagara avenue; Record-
ing Secretary, Thomas McDonald, 821 Oakland
avenue; Vice-President, H. V. Cooper, 1636
North 11th street.

(c) No. 625, Halifax, N.S., Canada.—Meets every third Wednesday of each month at No. 71 Agricola street; President, W. F. Spruin, No. 108 Edward street; Vice-President, J. Meagher, No. 146 Argyle street; Financial Secretary, F. D. Pierce, No. 4 Hollis street; Secretary-Treasurer, H. C. Low, No. 2 Pleasant avenue.

No. 631, Newburgh, N. Y.—Meets first Friday of each month at Central Labor Hall, Second and Water street. President, Charles Olson, 270 North Water street; Vice-President, Roy Westervelt, City Terrace, Newburgh, N. Y.; Financial Secretary, Edward F. McDonald, 59 William street, Newburgh, N. Y.; Recording Secretary, Lenard Herriman, 312 Broadway, Newburgh, N. Y.; Treasurer, Edward F. McDonald, 59 William street, Newburgh, N. Y.

(a) No. 633, Marlboro, Mass.—Meets second and fourth Wednesday in Union Rooms, Main street. President, William J. Latham, 34 Neil street; Vice-President, J. McKernan, 22 Washington court; Financial Secretary, John Cary, 31 Gibbon street; Recording Secretary, J. McKernan, 22 Washington court; Treasurer, Harry Kendall, 38 Fairmount street.

(c) No. 643, Springfield, Mass.—Meets every second and fourth Monday of each month at C. L. U. Hall, Sanford street. President, John Risley, 610 Armory street, Springfield, Mass.; Vice-President, Henry Campbell, 141 Maple street, Holyoke, Mass.; Financial Secretary, Geo. J. Lusk, 477 Bay street, Springfield, Mass.; Recording Secretary, Joseph Lawless, 52 Vinton street, Springfield, Mass.; Treasurer, Arthur Straubel, 54 Orleans street, Springfield, Mass.

No. 644, Schenectady, N. Y.—Meets second and fourth Fridays at I. B. E. W. Hall, State street. President, E. J. Anderson, 127 James street, Scotia, Schenectady Co. Vice-President, Wm. Alliger, 29½ Moyston street; Financial Secretary, George M. Simpson, Jay street and Sacandayo road, Scotia, Schenectady Co.; Recording Secretary, E. A. Jandio, 503 Craig street; Treasurer, Chas. Bachem, 550 S. Center street.

No. 645, Schenectady, N. Y.—President, J. F. Lenihan, 403 Paige street; Financial Secretary, W. O. Malley, 160 Crane street; Recording Secretary, W. O. Malley, 160 Crane street.

(c) No. 648, Hamilton, Ohio.—Meets every other Tuesday at Painters' Hall, Second and Court streets. President, Frank Venable, 921 North Third street; Vice-President, Albert Murphy, 639 Caldwell; Financial Secretary, Roy Schroder, 547 Central avenue; Recording Secretary, R. C. Gardner, Atlas Hotel; Treasurer, A. P. Howard, 804 South Ninth street.

(e) No. 659, Dunkirk, N. Y.—Meets first and third Sunday at 3 p. m. at Heyl Block, Central avenue. President, A. T. Johnson, 311 Leopard street; Vice-President, Ernest Lavon doski, 46 Jenet street; Financial Secretary, F. T. Karow, 184 West Main street, Fredonia, N. Y.; Recording Secretary, Chas. Costantino, 116 E. Fifth street; Treasurer, Wm. Adamzak, 91 Lake street.

(a) No. 664, Brooklyn, N. Y.—Meets first and third Thursdays, 315 Washington street. President, Julius Schiller, 467 Sterling place. Financial Secretary, Robt. Lavender, 165 Concord street; Recording Secretary, Jas. L. Bradley, 43 Kingston avenue; Treasurer, Wm. H. Jarvis, 152

(c) No. 666, Richmond, Va.—Meets first and third Wednesday nights in Spark's Hall, 712 E. Broad street. President, F. A. Fry, 608½ S. China street; Financial Secretary, E. W. Lipscomb, 2019 Floyd avenue; W. 7th street; Recording Secretary, P. P. Pollard, 1919 Floyd avenue; Treasurer, E. W. Lipscomb 1919 Floyd avenue; S. B. ... U. ...

comb, 915 Bainbridge street, S. Richmond, Va.
No. 667, Pittston, Pa.—Financial Secretary
Jas. Brady, Pt. Griffith, Pa.

(a) No. 668, LaFayette, Ind.—Meets first and third Mondays at 8 p. m. in Labor Temple, corner Columbia and 5th streets. President, Wm. C. Randolph, 411 Brown street; Financial Secretary, J. H. Glenn, 1107 N. 9th street; Recording Secretary, R. J. Hamilton, 1107 Main street; Treasurer, J. H. Glenn, 1107 N. 9th street.

Treasurer, J. H. Grenn, 1107 N. 9th street.
(a) No. 675, Elizabeth, N. J.—Meets first and third Tuesdays in Bucher's Hall, Fifth and E. Jersey streets. President, Arthur M. Cannon, 541 Elizabeth avenue; Financial Secretary, John Hartman, 400 S. Broadway; Recording Secretary, Daniel A. Clair, 525 Franklin street; Treasurer, Frederic T. Colten, 814 E. Jersey street.

Frederic T. Colton, 814 E. Jersey street.
(a) No. 667, Gatun, C. Z., Rde Panama.—
Meets second Sunday at 3 p. m. and fourth
Wednesday at 8 p. m. at I. C. C. Lodge Hall
Gatun. President, Wm. S. Mitchell, box 8;
Vice-President, J. W. Smith, box 8; Financial
Secretary, A. E. Thonet, box 57; Recording Sec-
retary, Chas. J. MacNetley, box 8; Treasurer
Arthur Woolnough.

(c) No. 679, Philadelphia, Pa.—Meets each Friday night at Labor Lyceum, 6th and Brown streets. President, Gilbert Lerpae, 2244 Bancroft street, Philadelphia, Pa.; Vice-President, Howard Hoffman, Berlin, N. J.; Financial Secretary, William Zeeh, Philadelphia, Pa., 945 North American street; Recording Secretary, Charles Miller, 130 West Ontario street; Treasurer, William Reber, 1210 Harold street, Philadelphia.

name Reber, 1210 Harold street, Philadelphia, Pa.
No. 680, Fon du Lac, Wis.—President, Chas. Hilderbrand, Y. M. C. A., Rm. 312; Vice-President, Burt Baker, 224 East Cotton street; Financial Secretary, W. S. Rowley, 151 Forest avenue; Recording Secretary, Frank Erickson, 151 Forest avenue; Treasurer, John O'Brien, 96 Harrison Place.

(b) No. 681, Scotts Bluff, Neb.—Meets last Saturday in month at Sirivet House, White street. President, W. W. Phillips, Gering, Neb. Vice-President, Guy Barne, Mitchell; Financial Secretary, Walter Ford, Scotts Bluff, Neb. Treasurer, C. J. Gokery, Scotts Bluff, Neb.

No. 682, New York, New York.—Meets second and fourth Friday of month at No. 12 St. Marks Place. President, Jesse S. Morse, 127th avenue, New York City; Vice-President, George E. Hansler, 35 Prospect street, Jamaica, L. I. Financial Secretary, Samuel F. Ardel, 1319 Howard avenue, New York City; Recording Secretary, B. M. Thompson, 1349 East 37th street, Brooklyn, N. Y.; Treasurer, Wm. P. Keeler, 500 W. 129th street, New York City.

No. 683, Pekin, Ill.—Financial Secretary, J. Altman, 1309 Willow street; Recording Secretary, Geo. Risinger, 1226 South 3rd street.

(a) No. 685, Roslyn, Wash.—Meets Wednesdays evenings at N. W. I. Bldg., Penn. avenue. President, James Manville, Cle Elum, Wash.; Vice-President, Wm. Crooks, Cle Elum, Wash.; Financial Secretary, Percy Wright, box 249 Recording Secretary, James Reese, Roslyn, Wash.; Treasurer, J. A. Caillier, Roslyn, Wash.

(c) No. 692, Oklahoma City, Okla.—Meets every Thursday night at State National Bank Bldg. President, F. R. Pope, 423 West Eighth street; Vice President, J. E. Moore, 617 South Walker; Financial Secretary, F. E. Voorhies, room 222, State National Bank Bldg.; Recording Secretary, J. M. Becker, 532 West Third street; Treasurer, R. De Shaffton, 331 West Frisco street.

No. 694, Youngstown, Ohio.—Meets first and third Tuesday nights of each month at Atty's Hall, North Phelp street. President, W. R. Pounders, Hubbard, O.; Vice President, C. J. Knittle, 330 Ayers street; Financial Secretary, F. Korth, 115 Berlin street; Recording Secretary, J. B. Warhie, 280 East Federal street; Treasurer, W. W. Bryn, 72 Montgomery avenue.

(b) No. 695, St. Joseph, Mo.—Meets every Tuesday night at K. P. Hall, 7th and Edmond streets; President, W. H. Hoekker, 3523 St. Joe avenue; Vice President, J. C. Donley, 2901 Sherman avenue; Financial Secretary, Wm. Wagner, 2102 Penn street; Recording Secretary, C. E. Munn, 917 Farson street; Treasurer, Wm. Valentine.

(c) No. 696, Albany, N. Y.—Meets second and fourth Tuesday nights at Beaver Block, South Pearl street. President, P. H. Mohr, 6 Ditson Place; Vice President, J. B. Marsh, 337 Washington avenue; Recording Secretary, T. J. Luddy, Cohoes, N. Y.; Treasurer, J. J. Dowling, 121 North Boulevard.

(c) No. 697, Gary, Ind.—Meets every Thursday night at Gary Hotel, Broadway street. President, R. O. Stiles, box 347, Gary, Ind.; Vice President, W. F. Granger, 443 Logan street, Hammond, Ind.; Financial Secretary, H. G. Wesbecher, 1720 Washington street, Gary, Ind.; Recording Secretary, Thos. Beggs, 483 State street, Hammond, Ind.; Treasurer, E. L. Dale, 820 Monroe, Gary, Ind.

(a) No. 699, Gloucester, Mass.—Meets every first and third Tuesdays at Teamsters' Hall, Main street. President, Warren S. Mitchell, School street engine house; Vice-President, Rodrick P. Frazer, New England Tel. Co., Main street; Financial Secretary, Eugene R. Lord, 381 Washington street; Recording Secretary, Sylvester D. Deering, 18 Washington street; Treasurer, John Follensbee, 6 Foster street.

No. 700, Pittsburg, Kan.—Meets every Tuesday night at Labor Headquarters, North Broadway. President, L. F. Walther, care Bell Electric Co.; Vice-President, C. A. Wiles, 1704 North Elm; Financial Secretary, H. H. Borden, 1408 North Smelter; Recording Secretary, Rex Bell, care Bell Electric Co.

(a) No. 701, Wheaton, Ill.—Financial Secretary, M. J. Burckal, Wheaton, Ill.

No. 702, Herrin, Ill.—Meets every Sunday at Barr Clumba, Washington St. President, Lawrence Hundley, Herrin, Ill.; Vice-President, Erby Mann, Herrin, Ill.; Financial Secretary, T. D. Springs, Herrin, Ill.; Recording Secretary, Ranson Little, Herrin, Ill.; Treasurer, George Ballard, Herrin, Ill.

(a) No. 703, Edwardsville, Ill.—Meets second and fourth Wednesdays of each month at Hauser's Hall, 2nd and Purcell streets. President, W. H. Brennan, 221 St. Andrews street, Edwardsville, Ill.; Vice-President, G. L. Fisher, Granite City, Ill.; care Madison County L. & P. Co.; Financial Secretary, C. H. Hotz, Postal Tel. Co., Leland Hotel, Edwardsville, Ill.; Recording Secretary, E. G. Werner, Madison County L. & P. Co., Edwardsville, Ill.; Treasurer, Wm. Duel, Madison County L. & P. Co., Edwardsville, Ill.

(c) No. 704, Dubuque, Iowa—Meets first and third Tuesdays in Socialists' Hall, 7th and Main streets. President, Freeman Orne, 35 Bennett street; Vice-President, J. Kiesel, 515 Windsor avenue; Financial Secretary, W. R. Towle, 653 Bluff street; Recording Secretary, Roy Appleby, 754 Delhi street; Treasurer, Clarence Willging, 2138 White street.

No. 706, International Falls, Minn.—Financial Secretary, Geo. Chartres, General Delivery.

(a) No. 707, Holyoke, Mass.—Meets second and fourth Tuesdays of the month at 205 High street. President, Chas. E. Hunter, Yeorg's Inn; Vice-President, Frank O'Brien, 4 Newton street; Financial Secretary, F. E. Corward, 94 Sycamore street; Recording Secretary, Ralph E. Denver, 141 Nonotuck street; Treasurer, Herbert E. Bolter, 25 Washington avenue.

(a) No. 708, Brainerd, Minn.—Meets second Thursday at Trades and Labor Hall, South 8th street. President, H. Roberts, 1702 E. Oak street; Vice President, Chas. R. Olse, 223 Kindred street; Financial Secretary, R. W. Cromwel, care City Hotel; Recording Secretary, Wm. Beiging, care City Hotel; Treasurer, Otto Peterson, care Windsor Hotel.

(g) No. 709, Philadelphia, Pa.—Meets first and third Monday of each month at Lewar's Hall, 9th and Spring Garden streets. President, Chas. M. Eger, 2422 South 15th street; Vice-President, W. E. Hartman, 228 Jackson street; Financial Secretary, Wm. V. Edwards, 1226

Stiles street; Recording Secretary, Jas. Providence, 5352 Yocum street; Treasurer, Matthew Pierce, 6644 Haddington street.

(a) No. 710, Northampton, Mass.—Meets first and third Tuesdays of each month at Band Hall, Pleasant street. President, Alfred J. Asher, 5 Eastern avenue; Vice-President, Edward Fredette, 9 Hampton avenue; Financial Secretary, Charles Marshall, Jr., 21 College Lane; Recording Secretary, Edward O'Neil, 24 Armory street; Treasurer, John Burke, Fruit street.

(a) No. 711, Long Beach, Calif.—Financial Secretary, W. Vorhees, 1700 Norton avenue, Los Angeles, Calif.

No. 712, North Adams, Mass.—Meets second and fourth Mondays of each month at C. L. U. Hall, Dowlin Blk., Main street. President, F. Pinkham, No. 79 Holden street, North Adams, Mass.; Vice-President, J. G. LaPoint, West Main street, North Adams, Mass.; Financial Secretary, Chas. Reynolds, No. 24 Holden street, North Adams, Mass.; Recording Secretary, Raymond Ashton, North Adams, Mass.; Treasurer, Jno. Buckley, North Adams, Mass.

(h) No. 713, Chicago, Ill.—Meets first and third Wednesdays at 229 W. Washington street. President, J. A. Jackson, 3226 Calumet avenue; Vice-President, August Prassel, 655 Aldine avenue; Financial Secretary, Sam Hohman, 134 North 53rd avenue; Recording Secretary, P. T. Peterson, 923 N. Mozart street; Treasurer, Wm. H. Dettman, 1803 N. Fairfield avenue.

(a) No. 714, Boston, Mass.—Meets first and third Tuesdays at 66 Main street, Charleston. President, Donald M. Hastings, 441 Ferry street, Everett, Mass.; Vice-President, Willard L. Poole, 20 Leyden street, Medford, Mass.; Financial Secretary, James A. Ago, 3 Nahant avenue, Revere; Recording Secretary, Alexander A. Valois, 133 Kimball avenue, Revere; Treasurer, John A. Fisher, 17 Union Park street, Boston.

(a) No. 715, Jefferson City, Mo.—Meets first and third Thursdays in every month at Union Hall, court house, cor. Monroe and High streets. President, Chas. Wordman, 112 Jefferson street; Vice-President, John W. Stokes, 117 East High street; Financial Secretary, Paul E. Kieselbach, 809 South Madison street; Recording Secretary, Paul E. Kieselbach, 809 South Madison street; Treasurer, John W. Case, 610 East Miller street.

No. 716, Houston, Texas—Meets Thursday at 1111½ Congress street. President, E. A. Shoultz, 1211 Texas avenue; Vice President, E. H. Davis, 706 Rush; Financial Secretary, J. A. Kiebler, 415 Benz Bldg.; Recording Secretary, S. E. Slocum, 820 Rice street.

No. 717, Boston, Mass.—President, A. McGinley, 89 Alexander street, Dorchester, Mass.; Vice President, E. Jackson; Financial Secretary, P. J. McWilliams; Recording Secretary, P. F. Grout; Treasurer, A. J. Davis.

(b) No. 718, Paducah, Ky.—Meets second and fourth Saturday nights at Central Labor Hall, 3rd and Broadway. President, W. G. Cochran, 618 Tennessee street; Vice-President, T. E. Emerson, 1026 Clay street; Financial Secretary, Geo. B. Brown, 235 South 6th street, Paducah; Recording Secretary, T. L. Frazier, 433 Adams; Treasurer, Geo. B. Brown, 235 South 6th street.

No. 719, Manchester, N. H.—Financial Secretary, Albert Milville, 325 Central avenue.

No. 720, Moberly, Mo.—President, G. F. Little, 409 Reed street; Vice-President, Harve B. Pilcher, 841 West Coates street; Financial Secretary, Given Victor, 109 Williams street; Recording Secretary, Harry Solomon, 641 North Ault street; Treasurer, J. F. Walker, 109 Williams street.

(c) No. 721, Sherman, Texas—Meets first and third Monday nights at 121½ South Travis street. President, C. F. Smith, 223 East Jones street; Vice-President, E. B. Turner, 609 South Walnut; Financial Secretary, W. L. Thomas, 1115 South Montgomery street or box 17; Recording Secretary, W. L. Thomas, 1115 South Montgomery street or box 17; Treasurer, W. E. Koib, 611 South Montgomery street.